DOCUMENT RESUME

ED 382 768 CE 068 625

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TITLE Texas JOBS Program Evaluation. Second Year Impacts.
INSTITUTION Texas Univ., Austin. Center for the Study of Human Resources.
SPONS AGENCY Texas State Dept. of Human Services, Austin.
PUB DATE Feb 95
CONTRACT 7241001
NOTE 72p.; For first-year report, see CE 068 624.
PUB TYPE Reports - Evaluative/Feasibility (142) -- Statistical Data (110)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS Adult Basic Education; Adult Programs; *Basic Skills; Employment Level; Employment Patterns; *Job Training; *Outcomes of Education; Participant Characteristics; Participation; *Program Effectiveness; Salary Wage Differentials; *State Programs; Tables (Data); Welfare Recipients
IDENTIFIERS Aid to Families with Dependent Children; *Job Opportunities and Basic Skills Program; *Texas

ABSTRACT

The second-year impacts of Texas' Job Opportunities and Basic Skills (JOBS) program for early participants were analyzed. A quasi-experimental study design was used to analyze data about 13,396 JOBS participants and 13,303 comparison group members. The analysis focused on the labor market outcomes of JOBS participants and their exits from and returns to the Aid to Families with Dependent Children (AFDC) program. The strength of the impacts of JOBS participation proved to be growing over time. By 8-10 quarters after program entry, the sampled JOBS participants had significantly higher rates of AFDC exits, AFDC exits to employment, and employment rates than comparison group members and significantly higher earnings for 5 of the 10 groups studied. Although JOBS participants left AFDC at significantly higher rates than comparison group members, they also returned to JOBS at the same or higher rates than the comparison group. Participation in the education and training components of the JOBS program produced significant positive effects on all labor market outcomes and AFDC exits and significantly reduced rates of AFDC recidivism. (Twenty tables/figures are included. Appended is a description of the evaluation study methodology and seven tables detailing results of a regression analysis of the JOBS program's second-year impacts.) (MN)

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TEXAS JOBS PROGRAM EVALUATION

Second Year Impacts

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February 1995

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This report was prepared with funds provided through Interagency Agreement 7241001 from the Texas Department of Human Services to the Center for the Study of Human Resources at the University of Texas at Austin. The views expressed here are those of the authors and do not represent the positions of the agency or of The University.

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Acknowledgments

Many individuals contributed their time and expertise to the successful completion of this project. Although the authors bear full responsibility for the final form and content of this report, the analysis presented here would have been impossible without the cooperation and data provided by the agencies responsible for the operation of the Texas JOBS program.

The sponsoring agency for this research was the Texas Department of Human Services (DHS). A number of DHS staff members enabled us to complete this project in a timely manner. Kent Gummerman, our project officer, made sure that any questions we had were answered quickly and accurately and supported our research judgment throughout the project period. Lea Isgur and her staff provided us with the many administrative data files needed for the analysis. Other DHS staff provided administrative support and reviewed the final project report. We appreciate all of their efforts.

We would also like to thank the Texas Employment Commission and the Texas Department of Commerce staff for providing data from programs administered by their agencies.

A number of staff members at the Center for the Study of Human Resources contributed to the completion of this report. Chris King participated in the project's design, reviewed key documents, and offered insights from his research experience throughout the course of the project. Shelly Segal and Chris Young assisted with the statistical analysis and data processing. Leslie Lawson provided invaluable research support and technical support. And finally, Karen Alan and Diane Tucker assisted with the production of the final report.

Executive Summary

This report contains second-year impacts for early participants in the Texas JOBS program. By adding an additional year of outcomes data to the analysis first reported in the *Texas JOBS Program Evaluation Final Report* (March 1994), better impact estimates were obtained for labor market outcomes, AFDC exits and returns to AFDC.

Because the JOBS sample and comparison group drawn for the earlier evaluation were used for the additional analysis, one problem that needed to be addressed was the subsequent enrollment of comparison group members in JOBS during the extended analysis period. One third of the original comparison group members subsequently entered the JOBS program in FY1993. These 'crossovers' and their JOBS sample counterparts had to be removed from the original sample so that resulting comparisons would not be statistically biased. This resulted in research samples (referred to as the JOBS II samples) with a somewhat smaller representation of long-term AFDC recipients than is true of the JOBS program as a whole.

A comparison of first-year results between the original and the JOBS II data sets suggests that participation in the early JOBS program produced the strongest *net* impacts for long-term AFDC recipients, even though *gross* outcomes were better for the JOBS II samples (which included fewer long-term AFDC recipients). While the results from the JOBS II samples generally showed smaller effects for JOBS components than the earlier report, these are primarily due to differences in the characteristics of the two samples, *not* a weakening of the effects of the JOBS program over time.

Key findings from the analysis of second-year outcomes for the JOBS II sample and comparison group reveal that:

- The strength of the impacts of JOBS participation is growing over time. By eight to ten quarters after program entry, the sampled JOBS participants had significantly higher rates of AFDC exits, AFDC exits to employment, and employment rates than comparison group members, and significantly higher earnings for five of the ten groups studied.
- While JOBS participants are leaving AFDC at significantly higher rates than comparison group members, they are also returning to AFDC at the same or higher rates than the comparison group. Most returns to AFDC occur within one year of the original exit.
- Participation in the education and training components of the JOBS program produced significant and positive effects on all labor market outcomes and AFDC exits; training for both SL I and SL II caretakers and education for SL I caretakers also significantly reduced the rates of AFDC recidivism for early participants. Job search activities significantly improved employment and exits to employment for both Service Level I and SL II caretakers, significantly increased earnings for SL II caretakers, and significantly decreased recidivism

rates for SL I caretakers. Life/survival skills increased employment rates but had no significant effect on any of the other outcome measures.

In summary, although JOBS participants still have not earned enough to achieve total independence from public assistance, the strengths of the effects of program participation appear to be growing over time. Due to the general public concern regarding long-term AFDC recipients, the discovery that JOBS participation produces stronger net impacts for this group of AFDC recipients is encouraging. While high rates of AFDC recidivism point to the need to learn more about the experiences of persons who unsuccessfully leave and return to AFDC, participation in education and training are key factors in helping persons successfully leave AFDC for employment.

I. Introduction

The Texas Department of Human Services (DHS) began operating the Job Opportunities and Basic Skills Training (JOBS) program in October 1990 as a collaborative multi-agency effort to provide Aid to Families with Dependent Children (AFDC) families with the education, job training, job skills training and support services they need to move toward economic self-sufficiency. Along with other participating agencies, DHS contracted with the Center for the Study of Human Resources (CHR), a research center at the LBJ School of Public Affairs at the University of Texas, to conduct a multi-year evaluation of the JOBS program. The results from that evaluation, which was completed in March 1994, were reported in the *Texas JOBS Program Evaluation Final Report.*

The impact portion of the CHR evaluation analyzed the effect of JOBS participation on labor market outcomes and AFDC receipt for persons entering the JOBS program during the first six quarters of its operation. Due to the fairly short time period that had elapsed from the beginning of the JOBS program, for some cohorts outcomes data were available for only four quarters after JOBS participants entered the program. Many participants were still enrolled in the program by the end of the study period.

To obtain better estimates of longer-term impacts for early participants in the Texas JOBS program, the impact portion of the CHR evaluation contract was extended so that an additional year of outcomes data could be added to its analysis. The results of this additional work are summarized in this report.

II. Methods of Analysis

A. Research Questions

As in the original report, this study measures the net impact of JOBS participation on labor market outcomes, AFDC exits and returns to AFDC. Specific outcomes for which impacts were estimated include:

- probability of exit from AFDC
- probability of exit from AFDC to employment
- probability of employment regardless of AFDC exit
- quarterly earnings
- probability of AFDC recidivism

B. Estimation Methodology: Quasi-Experimental Net Impact Design

This research continues to use the quasi-experimental design developed for the original evaluation.[1] This approach requires the establishment of a comparison group of AFDC caretakers who are similar to the sample of JOBS participants but who did not participate in JOBS. Specification tests also verify any differences in preprogram earnings for both groups were not significantly affected by program participation. Differences in outcomes are then compared for both the JOBS sample and the comparison group and tested for significant differences.

In addition to comparing unadjusted outcomes for the two groups, differences in outcomes for both the JOBS sample and the comparison group are accounted for by using multiple regression techniques. Using each outcome measure as a dependent variable, regressions measure the relationship between a number of independent variables and that outcome. The structure of these regressions is described in Appendix A.

The manner by which the program variables are modeled was dictated primarily by the structure of the data on program participation. In general, various combinations of component codes are used to tally activity in the following broad areas: assessment, education, training, life skills/survival skills, job readiness/job search, and other, as displayed in Table 1. While results for JOBS variables will be the only ones discussed in the report, complete regression results are included in Appendix B.

Table 1
JOBS Program Variables

Variable Name	Explanation	Units
JASO	Client was in the JOBS program, but received only assessment.	Dummy variable
JEDU	JOBS Education. Includes High School, GED, Basic/Remedial Ed, Post-Secondary Ed, Self-Initiated Ed and English as a Second Language (ESL).	Number of hours when finished with activities.
JLSS	JOBS Life Skills/Survival Skills training.	Number of hours when finished with activities.
JTRG	JOBS training. Includes Job Skills Training, Self-Initiated Training, OJT and Unpaid Work Experience.	Number of hours when finished with activities.
JJSR	JOBS job search. Includes component Job Readiness/Job Prep, Individual Job Search, and Group Job Search/JSST.	Number of hours when finished with activities.
JASE	JOBS assessment. In some cases, assessment is not recorded, and we have assumed that the JOBS client received at least one hour of assessment.	Number of hours when finished with activities.
IN_ACTS	JOBS participant is currently engaged in activities.	Dummy Variable

[1]See *Texas JOBS Program Evaluation Final Report*, King et al. (1994), Section V ((pp. 131 ff.) and Appendix B, for a complete description of the methodological design used in the original JOBS evaluation.

C. Modification of Research Sample and Comparison Group

Additional data. For the original study, a research data set was developed by drawing six random samples of approximately 3,300 JOBS participants[2] each who entered the JOBS program in each calendar quarter from October 1990-March 1992. The total JOBS participant sample for all cohorts was almost 20,000. A comparison group of approximately 20,000 AFDC caretakers was selected from the pool of nonJOBS AFDC caretakers. This was done by matching exactly on the following variables: DHS region, service level, race/ethnicity, groups of employment service codes, and presence on the AFDC rolls in the cohort quarter. From the remaining pool, the persons with the most similar characteristics, or 'nearest neighbors' were found by selecting on: age of caretaker, number of children, age of youngest child, and total time on AFDC.

At this stage of the research, an additional year of JOBS, JTPA and TEC program, AFDC spell and UI earnings data were added. All of the program data used in this analysis covers approximately the first three years of the JOBS program (October 1990-August 1993). However, the UI earnings and AFDC spell data used to calculate long-term outcomes extend through March 1994. A chart providing more details about the data sources used is included in Appendix A.

Decontamination of sample. The JOBS sample and comparison drawn for the earlier evaluation were used for the additional analysis. One problem inherent in this approach is that some members of the comparison group subsequently enrolled in JOBS during the extended analysis period. These 'crossovers' were removed from the original sample to avoid biasing the results. Because the resulting data set did not pass the necessary specification tests to indicate absence of selection bias, the JOBS participants who were 'nearest neighbors' of the contaminated comparison group members were also removed, resulting in a revised data set of 13,396 JOBS participants and 13,303 comparison group members. This data set passed the specification tests necessary to produced unbiased comparisons between the JOBS sample and comparison group. A more complete description of steps taken to account for this problem is included in Appendix A.

Two steps were taken to compare results from the original sample and the reduced sample used in this report. First, net impacts for all measures were computed four quarters after program entry for the reduced sample and compared to those from the same time period for the original sample. Second, regressions for the original time period were run for this year's reduced sample. To distinguish between the original results and those

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[2]The JOBS sample represents persons with all lengths and types of participation, including those who only enrolled in the "assessment" component.

calculated from the decontaminated sample, results from the smaller sample will be referred to as 'JOBS II' results.

III. Research Results

A. Characteristics of JOBS Participants Over Time

The nature of JOBS participant characteristics is changing somewhat over time. In FY1991, the first year of the program, over half of JOBS participants were long-term stayers who had been on AFDC at least 36 of the last 60 months (Table 2). By FY1993, this group represented only one third of all participants. The share of AFDC-UP participants, while still very small, has been growing steadily and represented nearly 5 percent of all caretakers by the third year of the program.

B. Effect of the JOBS II Sample on Characteristics and Outcomes

Differences in participant characteristics. The original JOBS outcomes data set included data for a random sample of all female, AFDC Basic, Service Level (SL) I or II caretakers who began participating in JOBS in the selected quarters, as well as a comparison group of similar nonparticipants. During FY1993, one third of the original comparison group enrolled in the JOBS program, thus rendering them ineligible to be members of a comparison group. These new JOBS enrollees included higher shares of long-term AFDC recipients, Blacks, and Region 5 (Dallas) residents than the original comparison group (Table 3). These persons and their counterparts in the original SL I and SL II JOBS sample had to be dropped from the analysis to avoid statistical bias. The resulting data set, while not statistically biased, no longer is a random sample of the JOBS participants targeted for the original study. However, it is more reflective of the composition of more recent JOBS caseloads, which have smaller shares of long-term AFDC recipients than the early JOBS caseload, but still more long-term recipients than the general AFDC caseload.

Because the JOBS program targets long-term AFDC recipients, it is not surprising that a higher proportion of long-term stayers were selected from the original comparison group for JOBS participation in FY1993. When the AFDC caseload is viewed longitudinally, long-term AFDC recipients actually make up a small share of total AFDC recipients. Thus, program operators targeting this group have fewer persons to select from over time, thus making long-term recipients in the original comparison group more likely candidates for selection.

Comparison of outcomes for the JOBS and JOBS II samples. To determine the extent to which the results reported here are a product of the reduced sample, both the

Table 2
Key Characteristics of JOBS Participants
Statewide

	FY 1991		FY 1992		FY 1993	
	Number	Percent*	Number	Percent*	Number	Percent*
Total Number	44,842	100%	61,805	100%	92,899	100%
AFDC-Basic	44,207	99%	60,474	98%	88,643	95%
AFDC-UP	635	1%	1,331	2%	4,256	5%
Gender						
Female	41,782	93%	58,166	94%	87,774	94%
Male	3,058	7%	3,638	6%	5,124	6%
Race/Ethnicity						
Black	18,983	42%	26,512	43%	38,544	41%
Hispanic	16,351	36%	21,722	35%	32,955	35%
White/Other	9,507	21%	13,570	22%	21,400	23%
Original Service Level						
1	16,600	37%	29,637	48%	52,104	56%
2	24,631	55%	26,660	43%	31,876	34%
3	1,963	4%	2,072	3%	3,977	4%
Other	1,648	4%	3,436	6%	4,941	5%
Target Group						
Rcvd AFDC >36 of 60 mos.	22,938	51%	23,568	38%	33,239	36%
Young CT w/out H.S./Work History	6,867	15%	12,442	20%	16,953	18%
Youngest Child w/in 2 years	1,948	4%	1,838	3%	1,578	2%
Other Target Group	1,378	3%	2,029	3%	4,870	5%
Not in Target Group	9,701	22%	17,762	29%	26,865	29%
Target Group Unknown	2,010	4%	4,166	7%	9,394	10%

Note: JOBS participants are defined as individuals who were enrolled in any JOBS component during the relevant time period.
*Totals may not equal 100 percent due to rounding.

Table 3
Selected Characteristics of JOBS II Sample and Comparison Group
(All cohorts combined)

	JOBS I Samples		Jobs II Samples		
	JOBS Sample	Comparison Group	Decontaminated JOBS Sample	Decontaminated Comparison Group	Contaminated Comparison Observations
Total Observations	19,854	19,763	13,396	13,303	6,460
Total Number in Each Cohort					
1990 Qtr 4	3,220	3,207	2,163	2,150	1,057
1991 Qtr 1	3,354	3,349	2,308	2,303	1,046
1991 Qtr 2	3,364	3,354	2,310	2,299	1,055
1991 Qtr 3	3,273	3,256	2,266	2,249	1,007
1991 Qtr 4	3,340	3,317	2,179	2,156	1,161
1992 Qtr 1	3,303	3,280	2,170	2,146	1,134
Service Level					
1	55.9%	55.8%	55.0%	55.0%	53.0%
2	44.1%	44.2%	45.0%	45.0%	47.0%
Target Group					
Not in Target Group	20.1%	25.2%	22.3%	29.0%	17.2%
36 of last 60 months	51.9%	47.5%	48.2%	41.8%	59.1%
Less than 24 without H.S.	17.5%	17.6%	17.8%	18.0%	17.0%
Less than 24 without W.E.	2.5%	2.0%	2.7%	1.9%	2.1%
Youngest child w/in 2 years	2.1%	2.1%	2.6%	2.5%	1.2%
Unknown	5.3%	5.6%	6.3%	6.8%	3.4%
Race/Ethnicity					
Black	45.6%	45.6%	42.2%	42.3%	52.4%
Hispanic	33.0%	33.0%	33.7%	33.8%	31.4%
White/Other	21.4%	21.4%	24.0%	23.9%	13.1%
Age of Caretaker (Mean Years)	28.6	28.5	28.5	28.5	28.5
Total Time on AFDC (Mean Days)	1,922	1,877	1,793	1,754	2,120
Total Children (Mean)	2.0	2.0	1.9	1.9	2.1
Age of Youngest Child (mean years)	4.3	4.3	4.1	4.1	4.6
Years of School Completed	11.2	11.0	11.2	11.0	11.1
Percent in Each DHS Region*					
1/2	5.4%	5.4%	6.0%	6.0%	4.0%
3/12	6.0%	6.0%	6.4%	6.4%	5.2%
4	4.2%	4.2%	4.7%	4.7%	3.3%
5	18.6%	18.6%	16.8%	16.8%	22.4%
6	6.3%	6.3%	5.9%	5.9%	7.2%
7	6.3%	6.4%	6.1%	6.1%	6.8%
8	10.0%	10.0%	10.0%	10.0%	10.0%
9	11.0%	11.0%	10.9%	10.9%	11.2%
10	4.3%	4.3%	4.3%	4.3%	4.3%
11	27.8%	27.8%	28.8%	28.9%	25.7%

Source: JOBS II Outcomes Research Data Set
*DHS Regions listed here are regional designations in effect prior to September 1993.

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unadjusted net impacts and regressions were recomputed for the original study period, using the JOBS II sample and comparison group. These results were then compared to the evaluation results reported in the original report. Comparison of these outcomes, which are summarized in Tables 4 and 5, show that:

- By four quarters after program entry, both the JOBS II sample and comparison group have higher rates of exits from AFDC and exits to employment than the original JOBS sample and comparison group (Table 4).
- JOBS II comparison group members also became employed at higher rates and earned higher quarterly wages than the original comparison group. However, by four quarters after program entry, both employment rates and earnings for the original JOBS sample were comparable to those of the JOBS II sample. These strong employment and earnings numbers for the original JOBS sample result in the net impacts for the JOBS II sample appearing *weaker* four quarters after program entry than for the original sample (Table 4).
- Generally, both the number of JOBS components positively influencing outcomes and the magnitude of the effects were greater for the original sample than for the JOBS II sample. The one exception was job readiness/job search for SL I caretakers. This component showed stronger or comparable effects for members of the JOBS II sample as for the original sample (Table 5).

This analysis suggests by inference that participation in the early JOBS program produced the strongest *net* impacts for long-term AFDC recipients, even though *gross* outcomes are better for the JOBS II samples (which include fewer long term AFDC recipients). Further, most differences in the findings presented in the original report and the results discussed below are due to differences in the sample characteristics, *not* a weakening of the effects of the JOBS program over time.[3]

C. Participation Patterns

As in the earlier study, the distribution of component hours for the JOBS II sample varies somewhat for SL I and SL II participants. Figure 1 indicates that hours for SL I participants were fairly evenly distributed among education, job training, job search, and employment. Fifty-nine percent of the JOBS participation hours for SL II caretakers were spent in education-related components, reflecting the lower educational functioning level of this group.

Approximately 73 percent of SL I participants and 79 percent of SL II participants were no longer enrolled in the JOBS program by August 1993. For participants no longer enrolled, Table 6 shows the average hours spent in each of the major components for SL I and SL II participants who had been enrolled in that component. The longest averages were for persons enrolled in training, followed by those enrolled in education.

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[3]DHS made significant changes in the JOBS program components in FY 1993. These findings do not address any potential effects of those changes.

Table 4
Comparison of Net Impacts for JOBS I and JOBS II Samples
Four Quarters After Program Entry

		Service Level I						Service Level II					
		JOBS I	JOBS I Comparison		JOBS II	JOBS II Comparison		JOBS I	JOBS I Comparison		JOBS II	JOBS II Comparison	
Measure	Cohort	Sample	Group	Difference	Sample	Group	Difference	Sample	Group	Difference	Sample	Group	Difference
Overall Exits													
	2	29%	35%	-6% ***	45%	50%	-5% ***	22%	29%	-7% ***	41%	42%	-1%
	3	29%	36%	-7% ***	46%	51%	-5% ***	21%	27%	-6% ***	38%	43%	-5% ***
	4	27%	34%	-7% ***	45%	49%	-4% ***	22%	26%	-4% **	40%	41%	-1%
	5	30%	31%	-1%	46%	48%	-2%	22%	24%	-2%	44%	42%	2%
	6	25%	28%	-3% **	50%	50%	0%	19%	23%	-4%	44%	40%	4% **
Exits to Employment													
	2	20%	20%	0%	28%	25%	3% **	11%	12%	-1%	18%	15%	3% **
	3	21%	19%	2%	28%	25%	3% **	11%	11%	0%	19%	14%	5% ***
	4	19%	20%	-1%	29%	28%	1%	12%	12%	0%	20%	17%	3% **
	5	19%	18%	1%	30%	28%	2% *	11%	10%	1%	21%	17%	4% ***
	6	16%	14%	2%	30%	26%	4% ***	8%	9%	-1%	21%	17%	4% ***
Employment													
	2	37%	36%	1%	38%	40%	-2%	26%	25%	1%	27%	27%	0%
	3	41%	36%	5% ***	43%	41%	2%	29%	24%	5% ***	30%	25%	5% ***
	4	42%	39%	3%	44%	45%	-1%	32%	27%	5% ***	32%	30%	2%
	5	42%	39%	3% **	44%	45%	-1%	30%	28%	2%	30%	30%	0%
	6	41%	38%	3% **	43%	43%	0%	30%	26%	4%	31%	28%	3% **
Earnings													
	2	$584	$555	$29	$634	$694	-$60	$315	$346	-$31	$345	$393	-$48
	3	$677	$613	$64 *	$731	$776	-$45	$357	$295	$62 **	$387	$337	$50
	4	$646	$632	$14	$728	$801	-$73	$395	$330	$65 **	$410	$395	$15
	5	$696	$690	$6	$729	$885	-$156 ***	$401	$361	$40	$380	$480	-$100 *
	6	$650	$623	$27	$682	$774	-$92 **	$377	$326	$51	$389	$373	$16

A two-tailed t-test was applied to determine statistically significant differences between the JOBS sample and comparison group.
Statistically significant levels are indicated as: *** equals 1 percent, **equals 5 percent, and *equals ten percent.

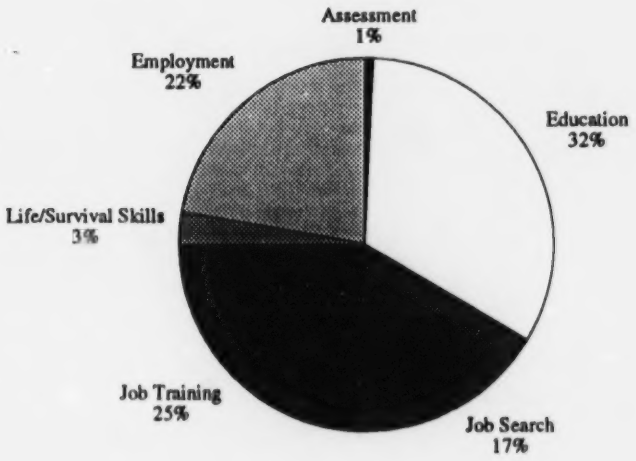
Table 5
Average Independent Effects of JOBS Components on Outcomes
Comparison of First Year Results
for JOBS I and JOBS II Samples

	Outcome Measures							
	Probability of Overall Exits		Probability of Exits to Employment		Probability of Employment		Quarterly UI Earnings	
JOBS Components	JOBS I	JOBS II-Year 1	JOBS I	JOBS II-Year 1	JOBS I	JOBS II-Year 1	JOBS I	JOBS II-Year 1
Service Level I								
JEDU	0.10 *	0.01 *	0.07 *	0.01 *	0.06 *	0.02 *	$271 *	$62 *
JLSS	0.03 *	0.00	0.03 *	0.00	0.01	0.01 *	$96 *	-$16
JTRG	0.19 *	0.02 *	0.17 *	0.02 *	0.13 *	0.04 *	$333 *	$101 *
JJSR	-0.02 *	0.00	0.00	0.00 *	0.01	0.00 *	-$31	-$1
Service Level II								
JEDU	0.07 *	0.00 *	0.04 *	0.00 *	0.04 *	0.01 *	$89 *	$31 *
JLSS	0.03 *	0.00	0.03 *	0.00	0.01	0.01 *	$70	$20
JTRG	0.19 *	0.02 *	0.15 *	0.02 *	0.13 *	0.04 *	$285 *	$56 *
JJSR	0.02 *	0.00	0.03 *	0.00 *	0.03 *	0.01 *	$73	$19 *

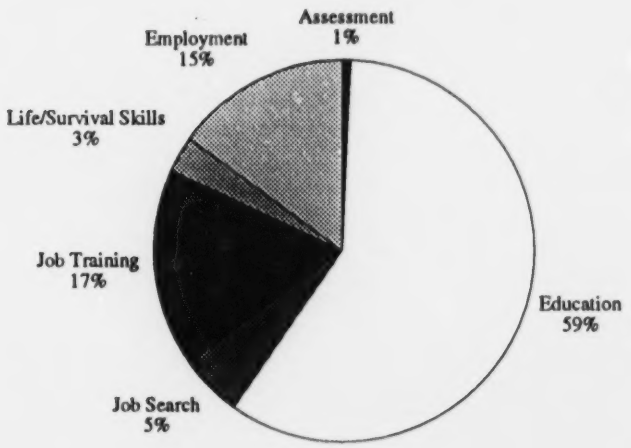
*indicates result is significant at the 95 percent confidence level.

Figure 1
Distribution of JOBS II Participation Hours by Component Activities*
October 1990-August 1993

Service Level One



Service Level Two



*Education=High School, GED, Basic/Remedial, Post-Secondary, Self-Initiated Education, and English as Second Language (ESL)
Job Search=Job Preparation/Readiness, Job Search Skills Training/Group Job Search, and Individual Job Search
Job Training=Job Skills Training, Self-Initiated Training and OJT
Source: JOBS II Outcomes Research Data Set

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Table 6
Weighted Average Hours of Effort for JOBS Participants

	Service Level	
	I	II
Assessment	2	2
Education	234	193
Job Search	47	49
Life Skills	21	31
Training	267	251

Note: These numbers were computed for JOBS II sample members who were no longer enrolled in JOBS as of August 31, 1993.
Source: JOBS II Outcomes Research Data Set

D. Net Impacts on Program Outcomes

The influence of program participation on certain outcomes should have at least two stages. While the individual is actively participating in JOBS program activities, there should be a smaller tendency for the person to exit from AFDC. This is due in part to the participant's perception that continued participation in the JOBS programs will bring about beneficial future outcomes and in part to their involvement in the component itself. However, when the person has completed the activities, there should be an increase in the likelihood of AFDC exit because of the improvements to the person's employability brought about by program participation.

The unadjusted net impacts presented below do not account for this two-stage process. Those impacts simply compare outcomes for all members of the JOBS II sample and comparison group, whether they are still enrolled or not. In the regressions, however, a dummy variable named IN_ACTS is used for all JOBS participants as long as they are participating in component activities. The coefficient for this variable is interpreted as the effect on the dependent variable of being actively engaged in a JOBS component. The coefficients of the other JOBS program participation variables show the effect of JOBS programs *after* the participant has completed all programs. If this hypothesis is correct, the variable IN_ACTS should be negatively associated with outcomes, while the individual JOBS component variables should be related positively to AFDC exits, employment, and earnings.

Overall exits from AFDC. Three fourths of participants in the JOBS II sample and the comparison group had left the AFDC rolls at least once from the beginning of their cohort quarter through March 1994. Many factors other than the JOBS program can

influence an AFDC caretaker's exit from AFDC. The first outcome measures the rate of *all* AFDC exits, including both exits due to a change in family status and other types of exits, such as exits due to employment or moves to other states.

The net impact of JOBS participation on all AFDC exits is defined for this analysis as the difference between the AFDC exit rates for the JOBS II sample and the comparison group. These differences are reported for 4, 6, 8 and 10 quarters after program entry for persons entering JOBS in January 1991-December 1991 (cohorts 2-4). For the last two cohorts, results are available only through the 8th quarter following program entry.[4]

Table 7 shows that JOBS participation had either a negative or insignificant impact on AFDC exits for most cohorts when measured four quarters after program entry, as expected. As more persons completed the JOBS program, however, the net impacts became positive and significant for nine of the ten groups being studied. By the last quarter measured, JOBS participation increased exits from AFDC by 4-16 percent in all but one group.

The net impacts shown in Table 7 group all JOBS participants and seek to determine if there is an observable difference between *all* members of the JOBS sample and *all* members of the comparison group. Thus, a person who receives only assessment is combined with a person who had 120 hours of education or training, or some other significant activity. To separate the effects of different treatments, the regression methods described earlier must be used. Figure 2 shows the results of the regression analysis for the outcome measuring all AFDC exits. The vertical bars show the change in AFDC exit probability associated with various JOBS components, after controlling for other factors. For each of the broad components (education, training, etc.), there are two bars. The bars labeled with the prefix "SL I" refer to the effect of the particular component on exit probabilities for SL I caretakers. Similarly, for SL II, the bars are labeled "SL II."

The quantity graphed is calculated by computing the product of the regression coefficient and the weighted average number of hours spent in that component, as shown in Table 6. Since the regression coefficients express impact per hour of effort, this product gives the magnitude of impact for a weighted average of the number of hours in the component for SL I and II caretakers who are no longer enrolled in JOBS.

There are two ways to tell from Figure 2 whether an impact is statistically significant at the 95 percent level. The brackets around the ends of the impact bars show

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[4]Results are not reported for the first cohort because a number of program startup issues affected both the composition of this cohort, the ability of JOBS program operators to deliver services efficiently, and limited child care availability.

Table 7
Net Impact of JOBS Participation on Overall Exits from AFDC

Qtr Following Cohort Entry	Service Level I JOBS Sample	Comparison Group	Difference	Percent Difference	Service Level II JOBS Sample	Comparison Group	Difference	Percent Difference
Cohort 2								
4	45%	50%	-5% ***	-11%	41%	42%	-1%	-2%
6	58%	59%	-1%	-2%	52%	52%	0%	0%
8	67%	66%	1%	1%	60%	58%	2%	3%
10	77%	73%	4% ***	5%	71%	66%	5% ***	7%
Cohort 3								
4	46%	51%	-5% ***	-11%	38%	43%	-5% ***	-13%
6	57%	61%	-4% **	-7%	52%	54%	-2%	-4%
8	66%	67%	-1%	-2%	61%	61%	0%	0%
10	75%	72%	3% *	4%	70%	70%	0%	0%
Cohort 4								
4	45%	49%	-4% ***	-9%	40%	41%	-1%	-2%
6	58%	61%	-3%	-5%	52%	53%	-1%	-2%
8	71%	68%	3% ***	4%	64%	61%	3% **	5%
10	77%	71%	6% ***	8%	72%	66%	6% ***	8%
Cohort 5								
4	46%	48%	-2%	-4%	44%	42%	2%	5%
6	57%	59%	-2%	-4%	55%	52%	3% **	5%
8	69%	66%	3% ***	4%	67%	62%	5% ***	7%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Cohort 6								
4	50%	50%	0%	0%	44%	40%	4% **	9%
6	62%	61%	1%	2%	61%	53%	8% ***	13%
8	70%	66%	4% ***	6%	70%	59%	11% ***	16%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

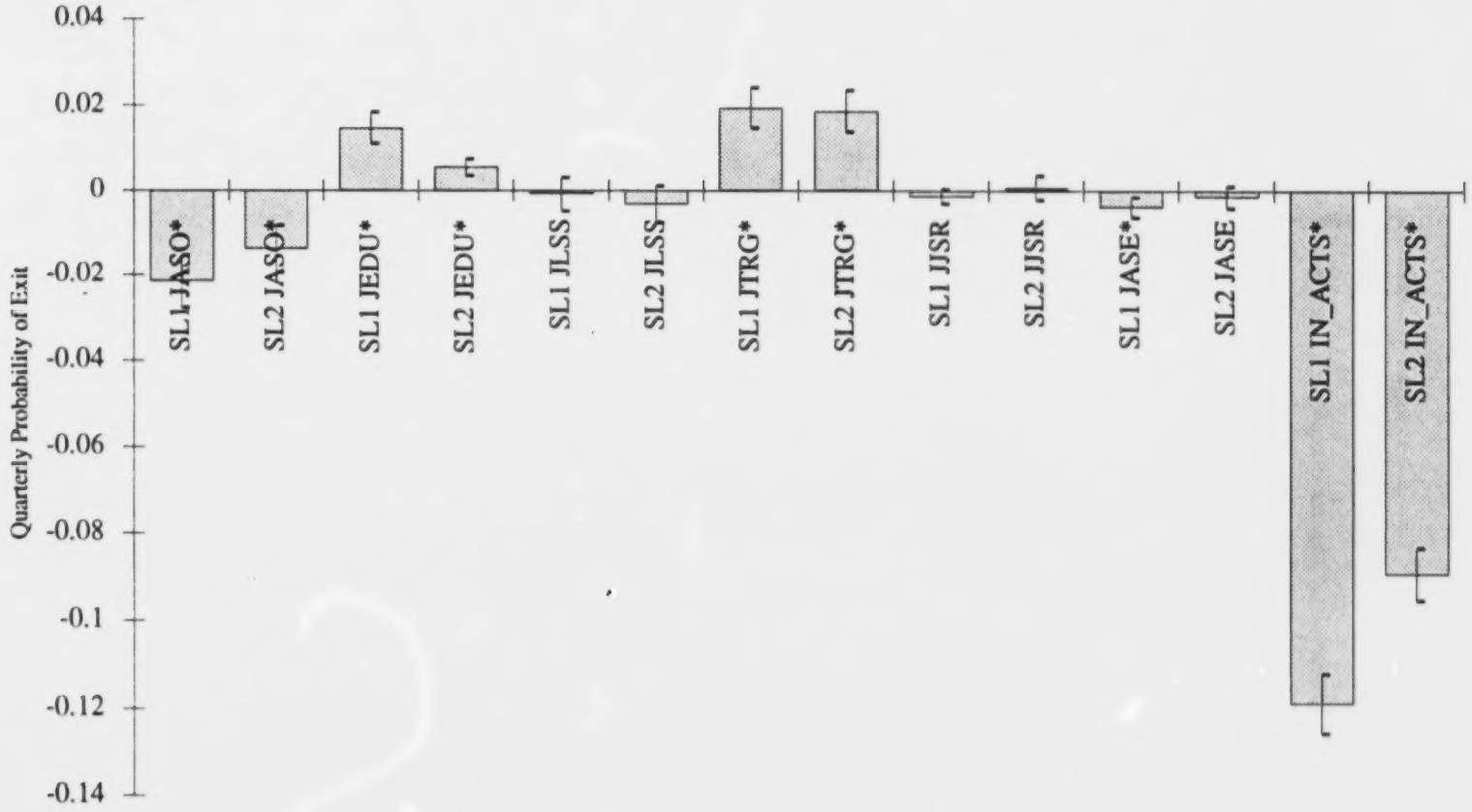
Notes:

a) This table presents rates of overall exits from AFDC measured as of the 4th, 6th, 8th and 10th quarters following assignment to a cohort.

b) A two-tailed t-test was applied to determine statistically significant differences between the JOBS sample and comparison group. Statistically significant levels are indicated as: *** equals 1 percent, ** equals 5 percent, and * equals 10 percent.

Source: JOBS II Outcomes Research Data Set.

Figure 2
Effect of JOBS Components on Probability of Exit from AFDC



*indicates statistical significance at 95 percent confidence level.
[indicates the confidence interval
Source: Appendix B-1.

the upper and lower 95 percent confidence limits for the value of the true impact. If the confidence limits do not cross the horizontal axis, the impact is significant at the 95 percent level. Statistical significance is also indicated by an asterisk after the component name. In addition to the statistical significance of a variable, its importance is determined by the magnitude of its effect (as shown by the height of the bars).

As expected, current enrollment in a JOBS component is associated with much lower probabilities of exiting AFDC. Of the other components, only training and education positively influence the rates of overall exit from AFDC. Training (JTRG)–which includes job skills training, self-initiated training, OJT, and unpaid work experience–increases the probability of exit by about two percent each quarter for both SL I and SL II caretakers. Education (JEDU) increases exits at a comparable rate for SL I caretakers and to a lesser degree for SL II caretakers. The difference between the education impacts for SLs I and II participants can probably be attributed to differences in the types of education received. SL I participants received larger shares of postsecondary or self-initiated education than SL II participants, who generally were enrolled in GED preparation, basic/remedial classes and high school.

Most of the other components had insignificant effects on the probability of overall exits from AFDC. While these results differ somewhat from last year's findings for the original sample, these differences are due primarily to differences in the samples between the two phases of the project rather than major changes in the strength of the variables over time.

Exits from AFDC to employment. AFDC exits to employment account for 52 percent of all exits observed during the study period.[5] As shown in Table 8, JOBS participation for the JOBS II sample significantly increased AFDC exits to employment for all cohorts studied. Further, the difference in rates of exits to employment continued to increase over time. Four quarters after program entry, JOBS participants left AFDC to employment at rates 3-26 percent higher than comparison group rates. By eight to ten quarters after entry, JOBS participants were leaving at rates 8-31 percent higher than those for the comparison group. These increasing differential rates for employment exits are true for both SL I and SL II caretakers.

The impacts of individual JOBS components on the probability of exit to employment are displayed in Figure 3. Training was most strongly associated with exits to employment for both SL I and SL II caretakers. Participation in education and job

[5]Because closure codes in the JOBS data system underreport employment, these exits associated with employment have been computed from UI earnings and AFDC spell data. An exit from AFDC in a given quarter accompanied by any UI earnings in that quarter was counted as an exit to employment.

Table 8
Net Impact of JOBS Participation on Exits from AFDC to Employment

Qtr Following Cohort Entry	Service Level I: JOBS Sample	Service Level I: Comparison Group	Service Level I: Difference	Service Level I: Percent Difference	Service Level II: JOBS Sample	Service Level II: Comparison Group	Service Level II: Difference	Service Level II: Percent Difference
Cohort 2								
4	28%	25%	3% **	11%	18%	15%	3% **	17%
6	33%	31%	2%	6%	23%	20%	3% ***	13%
8	36%	33%	3% **	8%	25%	21%	4% ***	16%
10	42%	36%	6% ***	14%	31%	24%	7% ***	23%
Cohort 3								
4	28%	25%	3% **	11%	19%	14%	5% ***	26%
6	35%	32%	3% **	9%	25%	20%	5% ***	20%
8	39%	35%	4% ***	10%	29%	22%	7% ***	24%
10	42%	37%	5% ***	12%	34%	24%	10% ***	29%
Cohort 4								
4	29%	28%	1%	3%	20%	17%	3% **	15%
6	36%	33%	3% **	8%	23%	21%	2% *	9%
8	41%	36%	5% ***	12%	31%	25%	6% ***	19%
10	44%	36%	8% ***	18%	32%	25%	7% ***	22%
Cohort 5								
4	30%	28%	2% *	7%	21%	17%	4% ***	19%
6	37%	34%	3% **	8%	23%	21%	2%	9%
8	42%	36%	6% ***	14%	30%	25%	5% ***	17%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Cohort 6								
4	30%	26%	4% ***	13%	21%	17%	4% ***	19%
6	36%	32%	4% **	11%	26%	21%	5% ***	19%
8	40%	32%	8% ***	20%	32%	22%	10% ***	31%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

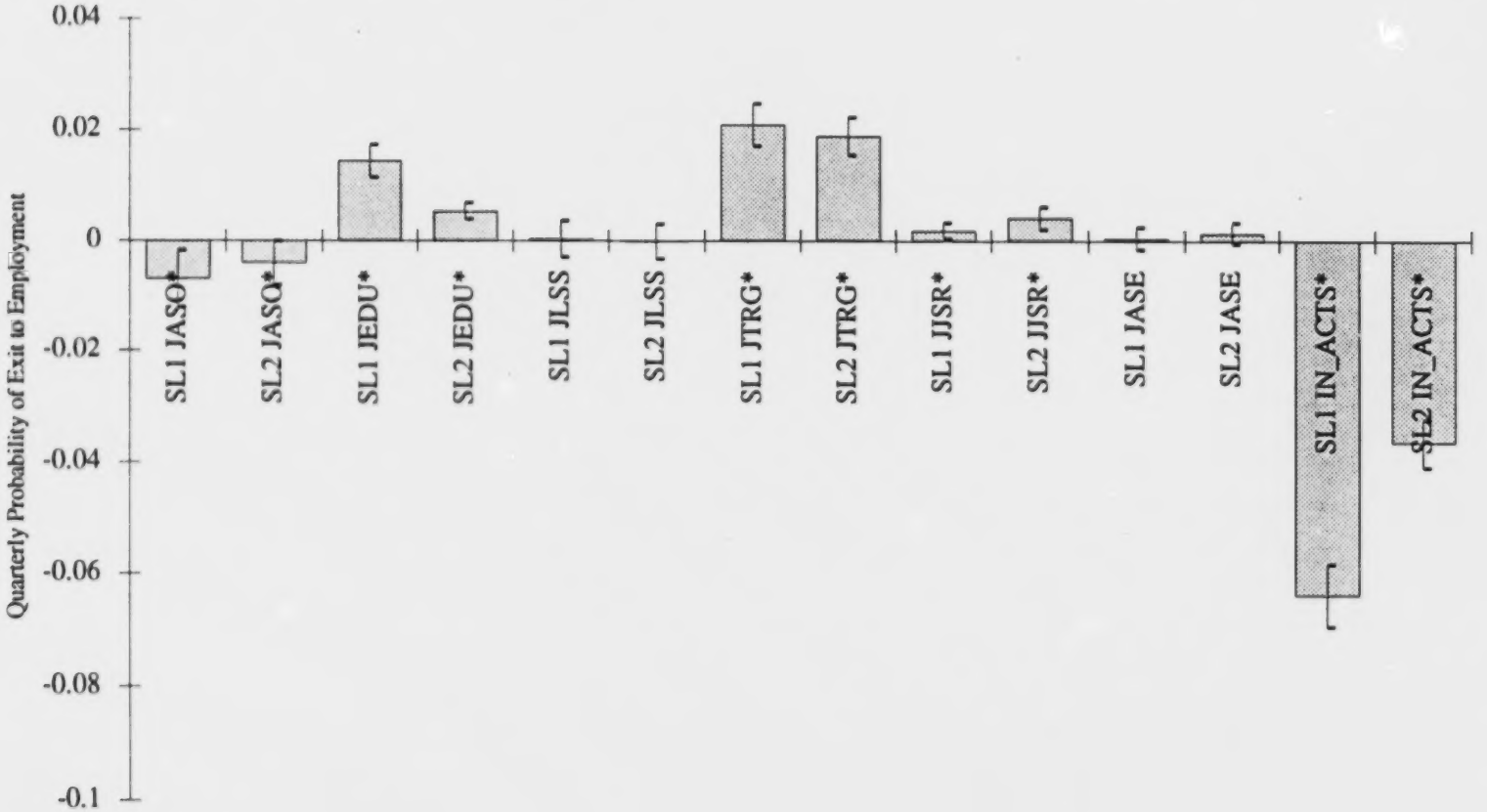
Notes:

a) This table presents rates of exits from AFDC to employment measured as of the 4th, 6th, 8th and 10th quarters following assignment to a cohort.

b) A two-tailed t-test was applied to determine statistically significant differences between the JOBS sample and comparison group. Statistically significant levels are indicated as: *** equals 1 percent, ** equals 5 percent, and * equals 10 percent.

Source: JOBS II Outcomes Research Data Set.

Figure 3
Effect of JOBS Components on Probability of Exit from AFDC to Employment



*indicates statistical significance at 95 percent confidence level.
[indicates the confidence interval
Source: Appendix B-2.

readiness/job search also significantly improved both SLI and SL II caretakers' probability of exiting to employment.

Regressions were also run for exits associated with two specific earnings levels: minimum wage (Figure 4) and annualized earnings of $15,000, an amount close to the income level at which a family of three is no longer eligible for Food Stamps (Figure 5). Education for SL I caretakers and training for all caretakers are the only components that significantly increased a participant's likelihood of earning enough to become economically self-sufficient.

Employment regardless of AFDC exit. Approximately 23 percent of AFDC recipients in the sample and comparison group received wages covered under the UI system in the quarter in which they were initially sampled, even while on AFDC. By March 1994, over 73 percent of the participants and comparison group were employed or had been employed at some point during the study.

Four quarters after program entry, rates of employment for the JOBS sample and comparison group were similar and ranged from 38-45 percent for SL I caretakers and 27-32 percent for SL II caretakers (Table 9). By the last quarter measured, JOBS participants significantly outperformed comparison group members in all cohorts except Cohort 5. Rates of employment varied from 4-10 percent higher for SL I participants and 8-25 percent higher for SL II participants than the comparable comparison groups.

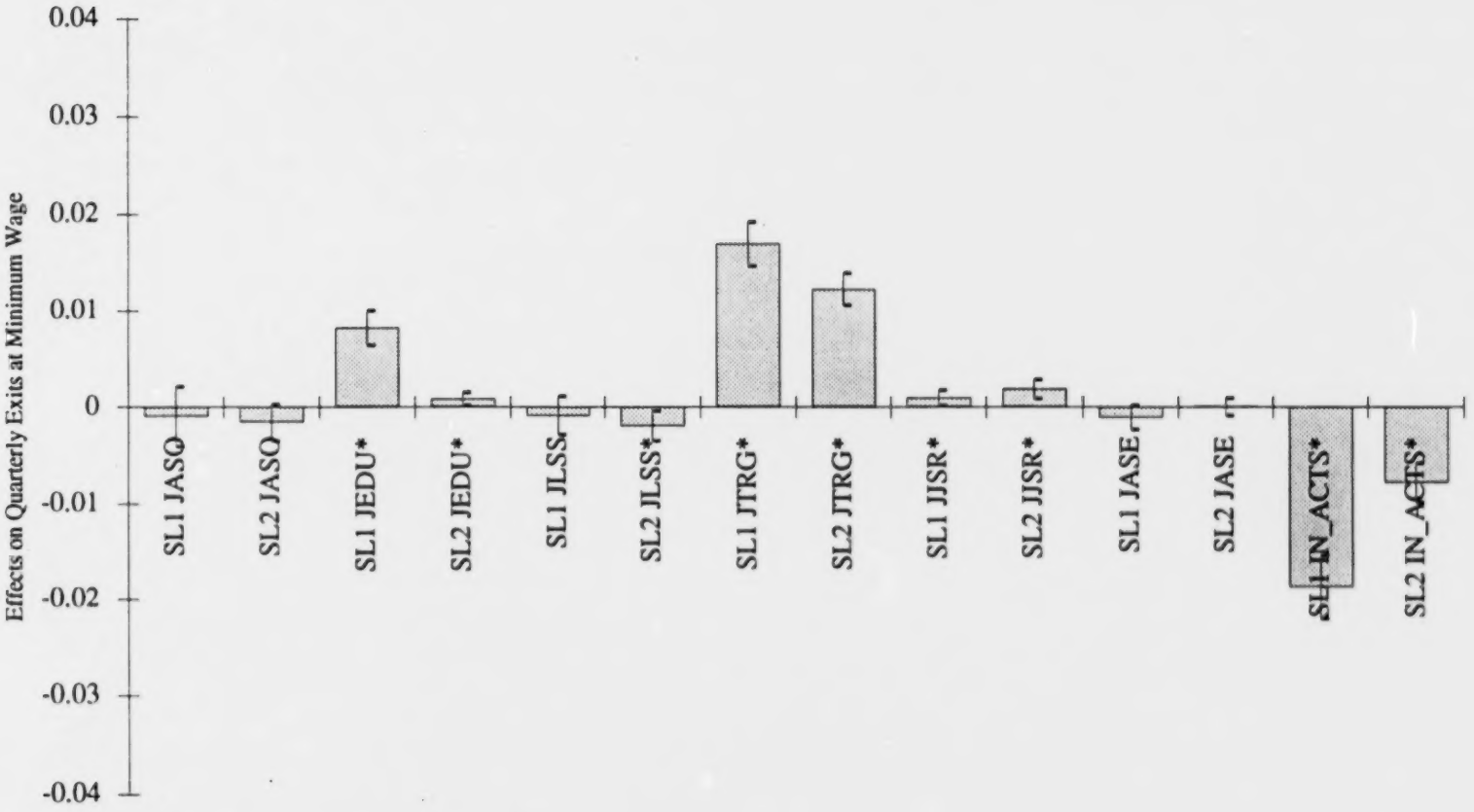
The effects of individual JOBS components on the probability of having a job are shown in Figure 6. While training still showed the strongest effects, with education second, both life/survival skills and job readiness/job search significantly improved employment prospects for both SL I and SL II participants. Because becoming employed while still on AFDC is usually viewed as an important first step toward self-sufficiency, this finding indicates that other JOBS components in addition to education and training contribute to that goal.

Quarterly UI earnings. Quarterly UI earnings for both the JOBS II sample and comparison groups increased steadily over time. By ten quarters after program entry, SL I earnings ranged from $898-$1,028 per quarter while SL II caretakers earned from $470-$656 (Table 10). JOBS participants significantly outperformed comparison group members in five of the ten cohorts studied. Although absolute earnings were higher for JOBS participants in most of the remaining groups, earnings differences between JOBS and comparison group members in those groups were insignificant.

Figure 7 shows the impacts of JOBS program components on UI earnings based on regression analysis. While the unadjusted net impacts displayed in Table 10 average earnings for *all* persons in both groups, the regression for UI earnings includes only those

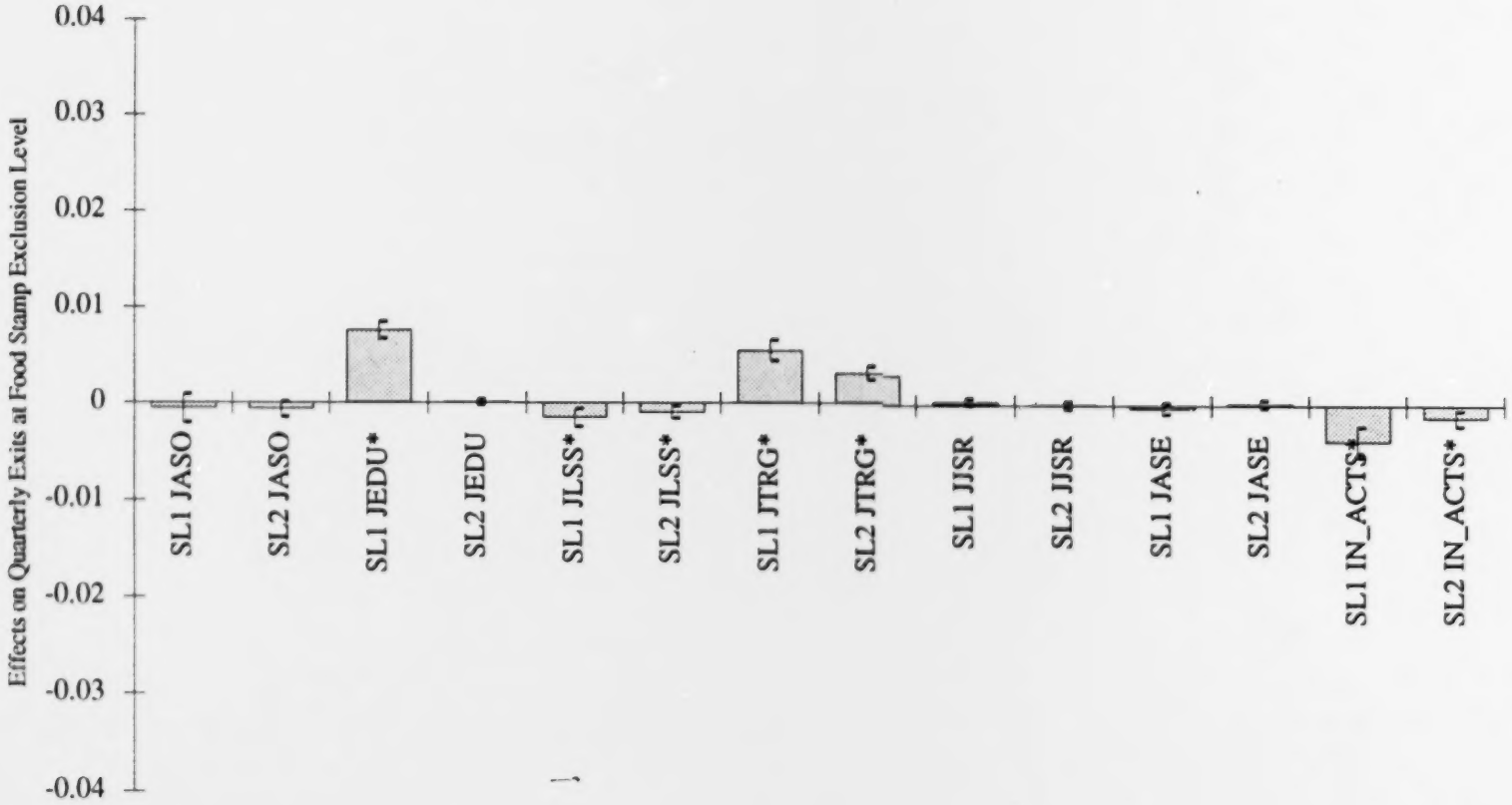
Figure 4

Effect of JOBS Components on Probability of Exit from AFDC to Employment at Minimum Wage



*indicates statistical significance at 95 percent confidence level.
[indicates the confidence interval
Source: Appendix B-3.

Figure 5
Effect of JOBS Components on Probability of Exit from AFDC to Employment at Food Stamp Exclusion Level



*indicates statistical significance at 95 percent confidence level.
[indicates the confidence interval
Source: Appendix B-4.

Table 9
Net Impact of JOBS Participation on Employment Regardless of AFDC Exit

Qtr Following Cohort Entry	Service Level I				Service Level II			
	JOBS Sample	Comparison Group	Difference	Percent Difference	JOBS Sample	Comparison Group	Difference	Percent Difference
Cohort 2								
4	38%	40%	-2%	-5%	27%	27%	0%	0%
6	40%	43%	-3% **	-7%	30%	30%	0%	0%
8	42%	43%	-1%	-2%	32%	29%	3% **	9%
10	48%	45%	3% **	6%	36%	33%	3% **	8%
Cohort 3								
4	43%	41%	2%	5%	30%	25%	5% ***	17%
6	46%	44%	2%	4%	34%	30%	4% **	12%
8	47%	45%	2%	4%	36%	29%	7% ***	19%
10	49%	46%	3% **	6%	40%	30%	10% ***	25%
Cohort 4								
4	44%	45%	-1%	-2%	32%	30%	2%	6%
6	46%	43%	3% **	7%	32%	30%	2%	6%
8	48%	46%	2%	4%	38%	34%	4% ***	11%
10	49%	46%	3% ***	6%	38%	32%	6% ***	16%
Cohort 5								
4	44%	45%	-1%	-2%	30%	30%	0%	0%
6	48%	47%	1%	2%	30%	32%	-2%	-7%
8	50%	48%	2%	4%	37%	34%	3%	8%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Cohort 6								
4	43%	43%	0%	0%	31%	28%	3% **	10%
6	47%	45%	2% *	4%	35%	31%	4% **	11%
8	48%	43%	5% ***	10%	38%	30%	8% ***	21%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

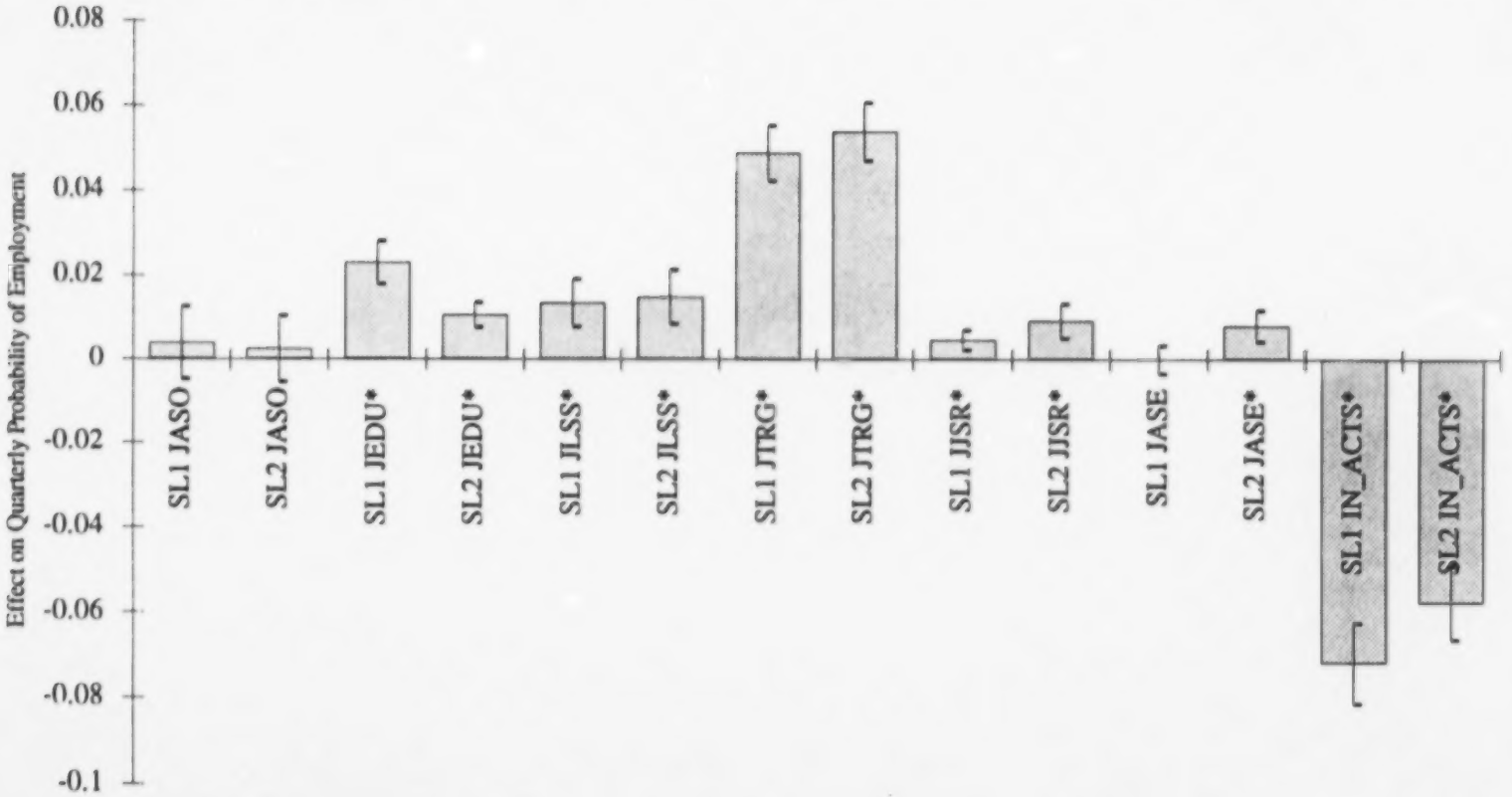
Notes:

a) This table presents rates of employment measured as of the 4th, 6th, 8th and 10th quarters following assignment to a cohort.

b) A two-tailed t-test was applied to determine statistically significant differences between the JOBS sample and comparison group. Statistically significant levels are indicated as: *** equals 1 percent, ** equals 5 percent, and * equals 10 percent.

Source: JOBS II Outcomes Research Data Set.

Figure 6
Effect of JOBS Components on Probability of Employment
Regardless of AFDC Exit



*indicates statistical significance at 95 percent confidence level.
[indicates the confidence interval
Source: Appendix B-5.

Table 10
Net Impact of JOBS Participation on Average Quarterly UI Earnings

Qtr Following Cohort Entry	Service Level I				Service Level II			
	JOBS Sample	Comparison Group	Difference	Percent Difference	JOBS Sample	Comparison Group	Difference	Percent Difference
Cohort 2								
4	$634	$694	-$60	-9%	$345	$393	-$48	-14%
6	$773	$808	-$35	-5%	$416	$449	-$33	-8%
8	$803	$831	-$28	-3%	$460	$451	$9	2%
10	$1,028	$946	$82	8%	$559	$515	$44	8%
Cohort 3								
4	$731	$776	-$45	-6%	$387	$337	$50	13%
6	$908	$907	$1	0%	$475	$471	$4	1%
8	$923	$904	$19	2%	$513	$426	$87 **	17%
10	$1,124	$990	$134 **	12%	$656	$506	$150 ***	23%
Cohort 4								
4	$728	$801	-$73	-10%	$410	$395	$15	4%
6	$787	$841	-$54	-7%	$451	$418	$33	7%
8	$957	$927	$30	3%	$600	$496	$104 **	17%
10	$1,010	$898	$112 **	11%	$561	$470	$91 *	16%
Cohort 5								
4	$729	$885	-$156 ***	-21%	$380	$480	-$100 *	-26%
6	$874	$939	-$65	-7%	$407	$516	-$109 **	-27%
8	$935	$1,034	-$99 *	-11%	$562	$592	-$30	-5%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Cohort 6								
4	$682	$774	-$92 **	-13%	$389	$373	$16	4%
6	$882	$887	-$5	-1%	$483	$436	$47	10%
8	$919	$896	$23	3%	$528	$410	$118 ***	22%
10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

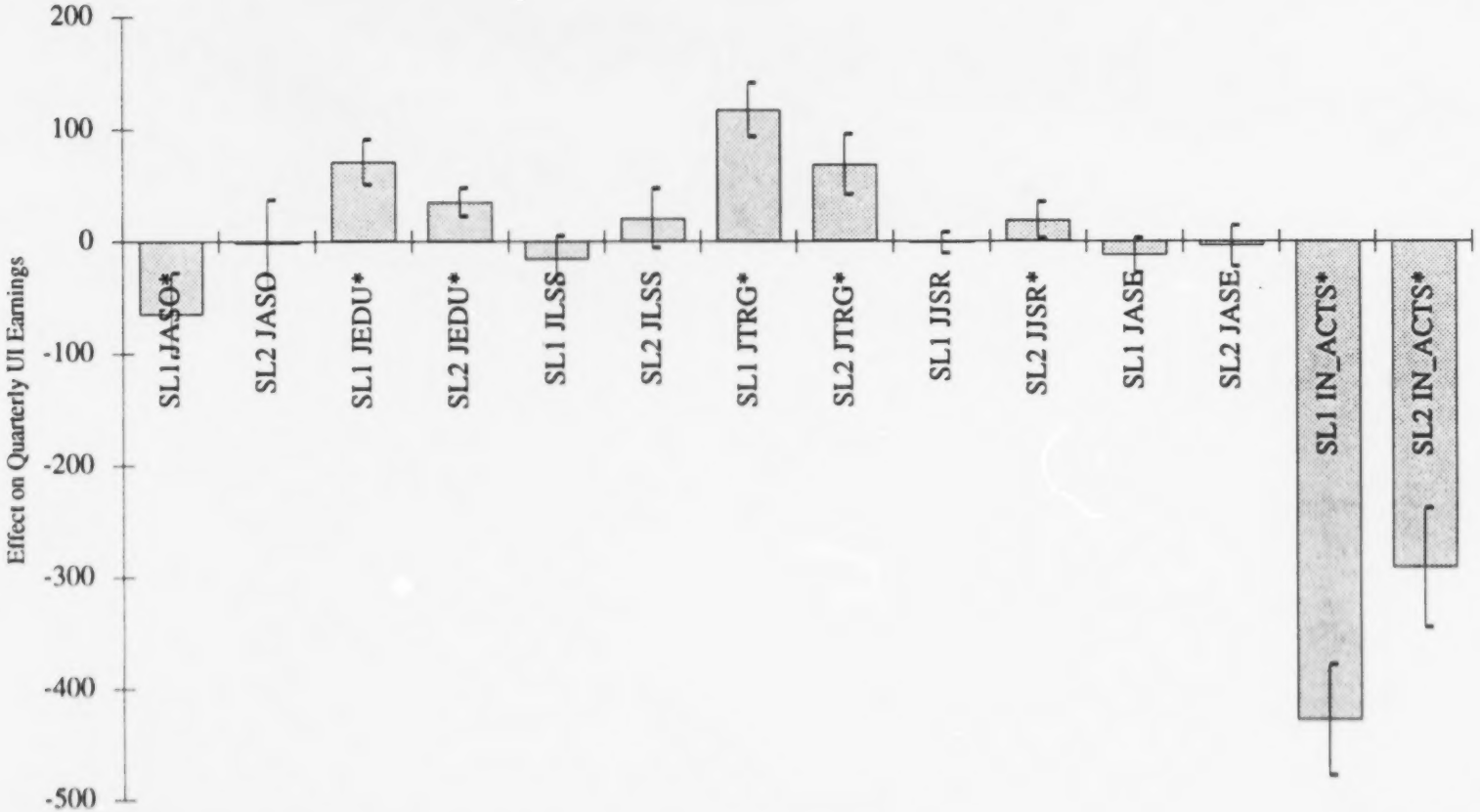
Notes:

a) This table presents average quarterly UI earnings for all members of each group measured as of the 4th, 6th, 8th and 10th quarters following assignment to a cohort.

b) A two-tailed t-test was applied to determine statistically significant differences between the JOBS sample and comparison group. Statistically significant levels are indicated as: *** equals 1 percent, ** equals 5 percent, and * equals 10 percent.

Source: JOBS II Outcomes Research Data Set.

Figure 7
Effect of JOBS Components on Quarterly Earnings



*indicates statistical significance at 95 percent confidence level.
[indicates the confidence interval
Source: Appendix B-6.

observations for which earnings were recorded; all zero earnings observations have been excluded from the regression. Accordingly, the impacts estimated by the regression relate to the amount of earnings received, *provided* that one receives earnings.

Completing an average amount of JOBS training increases earnings received by $117 per quarter for SL I participants, and $68 per quarter for SL II participants. Education activities have the second-strongest impact, increasing earnings by $71 for SL I participants and $35 for SL II participants. Job readiness/job search for SL II participants also increased earnings slightly. Although the other JOBS components increased participants' chances of employment, none of them had any significant impact on earnings.

Probability of AFDC recidivism. Recidivists are defined as persons who exited from AFDC and returned during the period for which spell data are available (November 1990 - March 1994). Of all persons ever leaving AFDC during this period, 49 percent had returned to the rolls by March 1994. As shown in Table 11, recidivism rates for JOBS participants were comparable to rates for the comparison group for six of the ten groups being studied and significantly higher for the other four groups. Recidivism rates ranged from 39-49 percent for SL I caretakers and 44-60 percent for SL II caretakers by the end of the study period. Even with the higher AFDC exit rates for JOBS participants, more JOBS participants returned to AFDC than members of the comparison group.

Figure 8 analyzes AFDC recidivism by type of exit and length of time to return to AFDC for all individuals leaving AFDC prior to October 1, 1992. Figure 8 differs from Table 11 in that Table 11 shows total recidivism rates for all exiters who returned by the end of the study period, whereas Figure 8 shows 18-month recidivism rates for exiters who left AFDC early enough that the spell data provided a post-exit observation period of at least 18 months. Figure 8 shows that about 40 percent of exiters returned to AFDC within the 18-month period of observation. JOBS participants who left AFDC for nonwork reasons were the most likely to return to AFDC, but differences in the recidivism rates for the four kinds of exits were rather small.

The recidivism regression revealed that participation in certain JOBS components significantly reduced JOBS caretakers' chances of returning to AFDC. As shown in Fig. 9, education, training, and job readiness/job search reduced recidivism for SL I caretakers. Only participation in training reduced recidivism rates for SL II caretakers.[6]

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[6]A more detailed discussion of the factors influencing AFDC recidivism is scheduled for publication in March 1995.

Table 11
Net Impact of JOBS Participation on AFDC Recidivism for Individuals Exiting for Any Reason

	Service Level I				Service Level II			
Qtr Following Cohort Entry	JOBS Sample	Comparison Group	Difference	Percent Difference	JOBS Sample	Comparison Group	Difference	Percent Difference
Cohort 2								
Total persons in cohort	1,177	1,257	-80	-7%	1,131	1,128	3	0%
Percent exits	82%	74%	8% ***	10%	76%	70%	6% ***	8%
Number returning to AFDC	474	387	87	18%	515	444	71	14%
Percent of exiters returning to AFDC	49%	42%	7%	14%	60%	56%	4%	7%
Cohort 3								
Total persons in cohort	1,266	1,257	9	1%	1,044	1,042	2	0%
Percent exits	77%	74%	3% *	4%	73%	72%	1%	1%
Number returning to AFDC	467	387	80	17%	414	392	22	5%
Percent of exiters returning to AFDC	48%	42%	6% ***	13%	55%	53%	2%	4%
Cohort 4								
Total persons in cohort	1,362	1,350	12	1%	904	899	5	1%
Percent exits	77%	71%	6% ***	8%	72%	66%	6% ***	8%
Number returning to AFDC	473	414	59	12%	340	312	28	8%
Percent of exiters returning to AFDC	45%	43%	2%	4%	53%	53%	0%	0%
Cohort 5								
Total persons in cohort	1,374	1,358	16	1%	805	798	7	1%
Percent exits	72%	68%	4% **	6%	70%	65%	5% **	7%
Number returning to AFDC	444	361	83	19%	319	250	69	22%
Percent of exiters returning to AFDC	45%	39%	6% **	13%	57%	48%	9% ***	16%
Cohort 6								
Total persons in cohort	1,330	1,313	17	1%	840	833	7	1%
Percent exits	70%	67%	3% **	4%	70%	59%	11% ***	16%
Number returning to AFDC	422	350	72	17%	300	241	59	20%
Percent of exiters returning to AFDC	45%	40%	5% **	11%	51%	49%	2%	4%

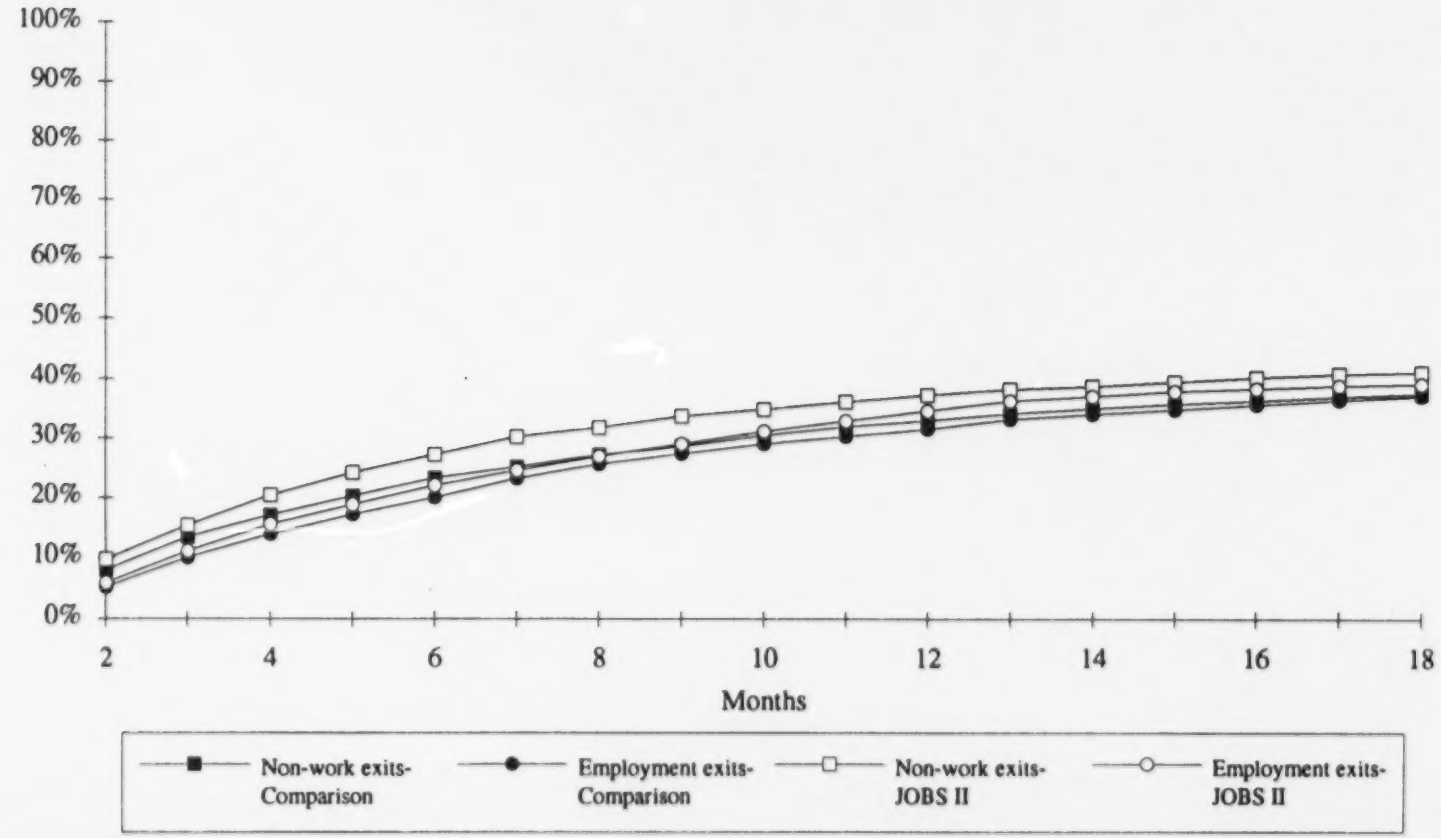
Notes:

a) This table presents rates of overall rates of return to AFDC by March 1994 for all persons exiting AFDC at any time during the study period.

b) A two-tailed t-test was applied to determine statistically significant differences between the JOBS sample and comparison group. Statistically significant levels are indicated as: *** equals 1 percent, ** equals 5 percent, and * equals 10 percent.

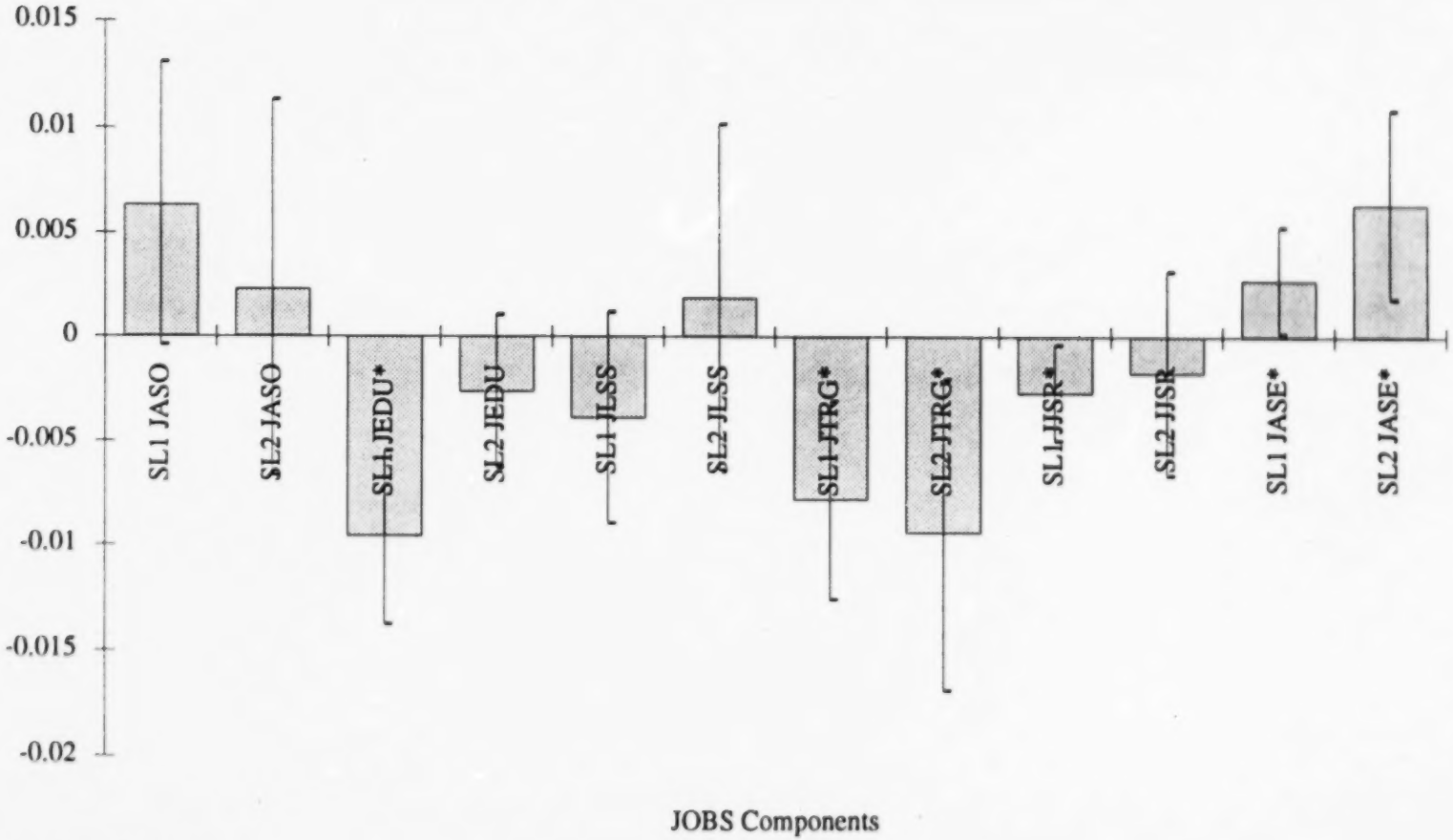
Source: JOBS II Outcomes Research Data Set.

Figure 8
Percent of Persons Exiting AFDC Who Return to AFDC Within 18 Months
Nonwork Exits Versus Employment Exits



Source: JOBS II Outcomes Research Data Set

Figure 9
Effect of JOBS Components on Probability of AFDC Recidivism for Persons Exiting for Any Reason



Source: Appendix B.7

IV. Summary of Program Impact Findings

One third of the original comparison group members subsequently entered the JOBS program in FY1993. These 'crossovers' and their counterparts had to be removed from the original sample so that resulting comparisons would not be statistically biased. This resulted in a research sample with a smaller representation of long-term AFDC recipients than is true of the JOBS program as a whole. A comparison of first year results for the original data set and the JOBS II data set suggests that the early JOBS program produced the strongest net impacts for long-term AFDC recipients. While the results summarized below generally show smaller effects for JOBS components than the earlier report, these are primarily due to the JOBS II sample containing a smaller proportion of long-term recipients, *not* a weakening of the effects of the JOBS program over time.

Results of the analysis of second year outcomes for the JOBS II sample and comparison group reveal that:

- The strength of the effects of JOBS participation are growing over time. By eight to ten quarters after program entry, the sampled JOBS participants had significantly higher rates of AFDC exits, AFDC exits to employment, and employment rates than comparison group members, and higher earnings for five of the ten cohorts.
- While JOBS participants are leaving AFDC at significantly higher rates than comparison group members, they are also returning to AFDC at the same or higher rates than the comparison group. Most returns to AFDC occur within one year of the original exit.
- Participation in the education and training components of the JOBS program produced significant and positive effects on all labor market outcomes and AFDC exits; training for both SL I and SL II caretakers and education for SL I caretakers also significantly reduced the rates of AFDC recidivism for early participants. Job search activities significantly improved employment and exits to employment for both Service Level I and SL II caretakers, significantly increased earnings for SL II caretakers, and significantly decreased recidivism rates for SL I caretakers. Life/survival skills increased employment rates but had no significant effect on any of the other outcome measures.

Three fourths of all sampled caretakers left AFDC during the study period. When measured eight to ten quarters after program entry, JOBS participants were leaving AFDC at rates 8-31 percent higher than comparison group members. Over half of the observed AFDC exits were related to employment. By eight to ten quarters after entry, SL I JOBS participants left AFDC for employment at rates 4-26 percent higher than the comparison group; net impacts for SL II participants were 8-31 percent greater. While overall rates of employment also produced strong net impacts, earnings for the JOBS II sample resulted in the weakest net impacts of this set of measures. While five of the ten

cohorts had significantly higher earnings in the last quarter for which earnings data were available, differences in earnings for four of the other five groups were insignificant.

Training was associated with the strongest impacts of any components measured. Participation in JOBS training components — which include job skills training, self-initiated training, OJT and unpaid work experience— enhanced positive effects for all outcomes measured: AFDC exits, AFDC exits to employment, employment regardless of exit, UI earnings, and AFDC recidivism. Participation in training programs of average duration (approximately 260 hours) increased the probability of exit from AFDC for all caretakers by over 2 percent per quarter and boosted quarterly earnings by $117 for SL I participants and $68 per quarter for SL II clients. Except for exits to $15,000 per year jobs, the magnitude of the effects for training exceeded those of all other components for both service levels.

Education also was associated with strong and positive impacts for all outcomes measured. The education category includes postsecondary education, self-initiated education, GED preparation, basic/remedial education, high school and English as a Second Language. The magnitude of the effects for education were somewhat larger for SL I participants, probably due to the larger share of these caretakers enrolled in education above the high school/GED level.

Job search activities—which include job readiness, group and individual job search—is the only JOBS component producing stronger effects for the JOBS II sample than the original sample. Job search produced positive and significant effects on exits to employment and overall employment for both SL I and SL II caretakers. Participation in these components also significantly increased earnings for SL II caretakers and reduced rates of AFDC recidivism for SL I caretakers.

Life skills /survival skills training only resulted in positive and significant impacts on employment regardless of AFDC exit for SL I and SL II caretakers. It had no significant impact on any other outcome measure.

Although 75 percent of persons in the JOBS II sample and comparison group left AFDC during the period of this study, almost half of these exiters returned to AFDC by March 1994. Most persons returning to AFDC do so within one year of exit. Participation in training significantly reduces recidivism for both SL I and SL II caretakers, while participation in education or job search for SL I caretakers also reduces returns to AFDC.

In summary, although JOBS participants still have not earned enough to achieve total independence from public assistance, the strengths of the effects of program participation appear to be growing over time. Due to the general public concern regarding long-term AFDC recipients, the discovery that JOBS participation produces

stronger net impacts for this group of AFDC recipients is encouraging. In spite of these positive net impacts, however, the average JOBS participant is returning to AFDC at comparable or higher rates than similar non-JOBS participants. More information is needed about the reasons so many caretakers who try to leave AFDC are unsuccessful in staying off welfare rolls. Finally, participation in JOBS' education and training components continues to result in the most positive outcomes for participants. Continued investment in these components should be included in any strategy that intends to successfully move a greater number of families from AFDC to employment.

Appendix A
Methodology

The research concentrated on three areas of inquiry: (1) estimating the effect of program activity on outcomes, (2) estimating the effect of program activity on the probability of AFDC recidivism for individuals who left AFDC for employment, and (3) estimating whether program activity has differential effects for first time JOBS participants and repeaters.

Generally, the methodology used for this phase of research is identical to that used in the original JOBS evaluation. That approach is described in detail in Appendix B of *Texas JOBS Program Evaluation Final Report.* This appendix will discuss changes to the data set that were necessary due to changes in the structure of the available data. A summary of the original methodology and changes to that methodology will also be presented.

Data Considerations

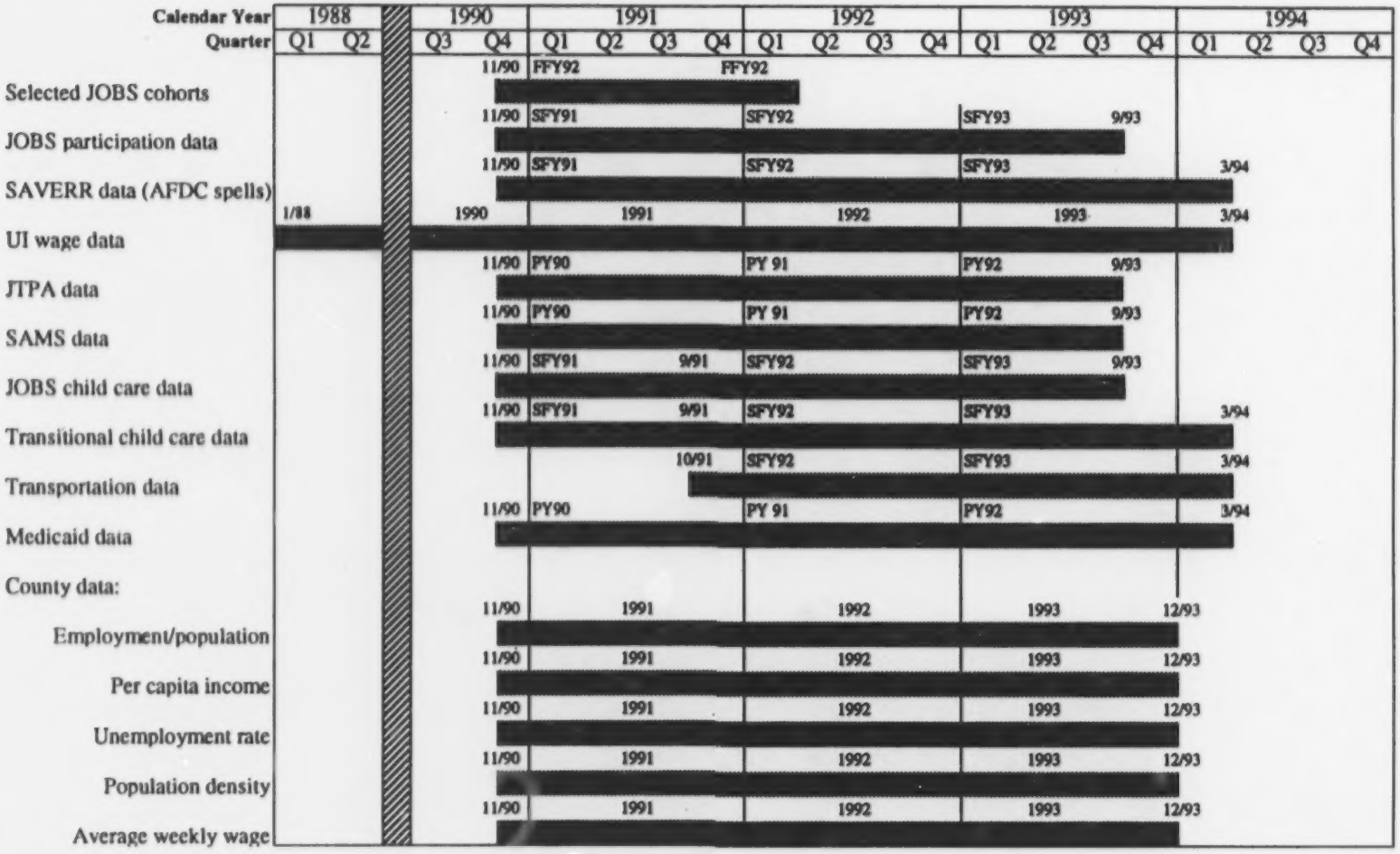
Time period and data sources used. The data sets used in the original JOBS evaluation were modified by adding an additional year's data to each source. The specific data sources and the time periods for which these files were available are displayed in Figure A.1.

Contamination of comparison group. One major problem in this analysis was that members of the comparison group originally chosen from the pool of non-JOBS AFDC recipients have participated in the JOBS program during the extended analysis period. Unless steps are taken to account for this participation, it would affect the statistical analysis because members of both the JOBS sample and the comparison group would receive the benefits of JOBS, and the measured experimental effect would be biased toward zero.

The observations in the comparison group cannot be transferred to the JOBS sample because they are not in any of the previously-defined time cohorts being analyzed. Accordingly, the solution is to discard the affected observations from the analysis completely. It is regrettable, but no matter what course of action is followed, there will be a loss of statistical efficiency due to this loss of sample size. In general, the large sample sizes used in the original evaluation will be sufficient that this loss can be absorbed without missing significant influences of the independent variables.

One problem encountered in dropping the contaminated observations is that the observations to be discarded were systematically grouped in such a way that to discard

Figure A.1
JOBS II Impact Analysis
Data Series Used



A-2

them would introduce selection bias in the statistics. This bias was shown to be significant by Heckman and Hotz[1] selection bias tests performed on the uncontaminated comparison group. Examination of descriptive statistics showed that the members of the comparison group that later participated in JOBS tended to include a larger proportion of long-term AFDC recipients then the original comparison group.

The solution to the problem was to remove the bias in the statistical procedures by dropping observations from the JOBS sample itself. Since the original comparison group was selected using a nearest neighbor match, each observation in the comparison group had a nearest neighbor match in the JOBS sample. The nearest JOBS neighbor for each member of the comparison group that became contaminated was also dropped from the data set, so that the systematic exclusion should affect both groups equally, and the resultant statistical analysis remained unbiased.

While the resulting data set produces unbiased comparison between JOBS participants and comparison group members, it no longer includes a representative sample of JOBS participants entering the program during the first six quarters of the program. While nearly half of the remaining sample members are long-term AFDC recipients, this group is underrepresented when compared to the original sample.

Effects of changes in component and component structures. Between JOBS I and the present, two additional components have been added to the components available to JOBS participants: English as a Second Language (ESL) and Unpaid Work Experience. These components have been integrated into the existing components to be modeled by including ESL under education, and Unpaid Work Experience under training. Also, Assessment in this phase of the research will be computed using actual hours only, which is comparable to the calculation used for the other components.

Statistical Estimation of Program Effects on Outcomes

Structure of regression analysis. The Boskin-Nold2 (B-N) model was used successfully in earlier research to pinpoint the individual contribution of each component on the probability of exit from AFDC. The B-N model used in the previous research has been applied, without significant change, to an enhanced data set that includes the original data

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[1]James Heckman, and V. Joseph Hotz, "Choosing among Alternative Nonexperimental Methods for Estimating the Impact of Social Programs: The Case of Manpower Training," *Journal of the American Statistical Association* 84, 862-874.

2Michael J. Boskin and Frederick C. Nold, "A Markov Model of Turnover in Aid to Families with Dependent Children," *Journal of Human Resources* 10 (Fall 1975), 467-481.

plus the new data that has become available since the earlier work was executed. The most important effect of adding the new data is to increase the time available to observe outcomes. In the original research, the period of time between the beginning of JOBS participation and the cutoff of the observation period was only one year for the final cohort.

The B-N model has as its dependent variable a dummy variable which takes the value 1 if the individual exits AFDC, and the value zero if the individual does not exit AFDC. The independent variables include demographic variables and program variables, as described in Table A.1.

Recidivism analysis. In addition to the B-N model to estimate the effect of program participation on the probability of exit, we applied a similar B-N-style model to estimate the effects of program participation in the probability of staying off AFDC. The population for this modeling effort included all AFDC recipients who exited to employment. The dependent variable for the regression was a dummy variable which takes the value zero if the person remains off AFDC, and one if the person returns to AFDC. Thus, the coefficients of the independent variables in the regression measure the effect of the independent variable on the probability of return to AFDC. The independent variables of the regression include similar program and demographic variables to those included in the probability-of-exit analysis described in the previous section.

Differential program effects for repeaters. DHS indicated an interest in the phenomenon of *reenrollment*, and whether program hours expended on reenrollees would have less effect on outcomes than hours expended on first-time enrollees. Some members of the JOBS sample will have completed their originally planned components, and failed to become employed or exit AFDC. Over time these individuals may reenroll in the same or new JOBS components, as if they were going through the program for the first time. In a smaller number of cases, reenrollment may involve a person who has completed their JOBS program and achieved only temporary employment or only a short-term AFDC exit followed by a return to AFDC and the JOBS program.

We analyzed the phenomenon of re-enrollment by adding additional independent variables to the usual B-N regression so that secondary enrollment would be treated as a separate component. For example, an initial enrollment in job search activities is already included as the independent variable JJSR in the outcomes regression. If an individual is identified as a reenrollee, then that individual's enrollment in job search would not be tallied under JJSR, but instead would be tallied under a new variable named JJSR2. This procedure allows separate estimation of the benefits of first and secondary enrollments, and permits application of statistical tests to determine whether the effects of first versus second

Table A.1
Summary of Variables Used in Regressions

Variable Name	Explanation	Units
JOBS Program Variables		
JASO	Client was in the JOBS program, but received only assessment.	Dummy variable
JEDU	JOBS Education. Includes High School, GED, Basic/Remedial Education, Post-Secondary Education, and English as a Second Language (ESL)	Number of hours when finished with activities.
JLSS	JOBS life skills enhancement training. Includes Life Skills/Survival Skills Training.	Number of hours when finished with activities.
JTRG	JOBS training. Includes component Job Skills Training, Self-Initiated Training, OJT, and Unpaid Work Experience.	Number of hours when finished with activities.
JJSR	JOBS job search. Includes Job Readiness/Job Prep, Individual Job Search, and Group Job Search/JSST.	Number of hours when finished with activities.
JASE	JOBS assessment. Includes assessment. In some cases, assessment is not recorded, and we have assumed that the JOBS client received at least one hour of assessment.	Number of hours when finished with activities.
IN_ACTS	JOBS participant is currently engaged in activities.	Dummy Variable
JTPA Program Variables for JOBS Participants		
TEDU	JTPA education. Includes High School if OES code indicates education rather than training	Number of scheduled hours when finished with activities.
TTRG	JTPA training. Includes Assessment and High School if OES code indicates training rather than education, GED, Basic/Remedial Education and Post-Secondary Education.	Number of scheduled hours when finished with activities.
TJSR	JTPA job search. Includes Individual Job Search and Life Skills.	Number of scheduled hours when finished with activities.
TASE	JTPA Assessment. Includes any JTPA record with an OES code of 99984.	Number of scheduled hours when finished with activities.

Variable Name	Explanation	Units
ES Program Variables for JOBS Participants (from SAMS data system)		
SASE	ES assessment. Includes SAMS service types 25.	Dummy Variable=1 if participated in this program and all activities are completed.
SJSR	ES Job search. Includes SAMS service types 7 and 9.	Number of job search events recorded if all activities are completed.
SREF	ES Job Referrals. Includes all referrals recorded in referral trailer records.	Number of referrals recorded if all activities are completed.
SOTH	ES Other Services. Includes SAMS service types 1,2,3,4,5,6,10,12,22,24, and 30	Dummy Variable=1 if participated in this program and all activities are completed.
JTPA Program Variables for Non-JOBS Group		
NEDU	Same as above for TEDU, except for observations in the comparison group only.	Same as above
NTRG	Same as above for TTRG, except for observations in the comparison group only.	Same as above
NJSR	Same as above for TJSR, except for observations in the comparison group only.	Same as above
NASE	Same as above for TASE, except for observations in the comparison group only.	Same as above
ES Program Variables for Non-JOBS Group		
MASE	Same as above for SASE, except for observations in the comparison group only.	Same as above
MJSR	Same as above for SJSR, except for observations in the comparison group only.	Same as above
MREF	Same as above for SREF, except for observations in the comparison group only.	Same as above
MOTH	Same as above for SOTH, except for observations in the comparison group only.	Same as above

INNJACTS	Currently engaged in non-JOBS activities	Dummy variable

Variable Name	Explanation	Units
Demographic Variables for JOBS and Non-JOBS		
SANC	Client was sanctioned on or before the end of the measured quarter.	Dummy Variable
AGEFSTSP	Client's age at first AFDC spell	Years
BLACK	Client is of Black race.	Dummy Variable
HISPANIC	Client is of Hispanic ethnicity.	Dummy Variable
NOHS	Client has not finished High School	Dummy Variable
TEENMOM	Client was a teenager at the time of the birth of first child.	Dummy Variable
URBAN	Client lived in an area with a population density greater than 595 persons per square mile. Includes Dallas, Harris, Tarrant, Bexar, El Paso and Travis counties.	Dummy Variable
RURAL	Client lived in an area with less than 99 persons per square mile. Includes 223 sparsely populated counties.	Dummy Variable
PERN	Earnings of the client in the 2 years prior to the measured quarter.	Dollars
OLD	Client was over 40	Dummy Variable
YOUNG	Client was under 20	Dummy Variable
YNGSTKD	Age of the client's youngest child	Years
MT1KID	Client has more than one child	Dummy Variable
UNEMP	Employment rate in client's county	Percent
TTQ	Total time on AFDC as of the beginning of the measured quarter	Days
ln(TTQ)	Natural logarithm of total time on AFDC as of the beginning of the measured quarter	Days
Outcome Variables for JOBS and Non-JOBS		
GONE	Client was gone from AFDC for entire quarter.	Dummy Variable
EMP	Client had UI wages in this quarter.	Dummy Variable
JOB0GONE	Client was absent from AFDC, and had UI wages in the quarter.	Dummy Variable
JOB9GONE	Client was absent from AFDC, and had quarterly UI wages equal to or greater than full time at minimum wage.	Dummy Variable
JOB15GONE	Client was absent from AFDC, and had quarterly UI wages equal to or greater than annual earnings of $15,000.	Dummy Variable
UIIMMED	Amount of UI wages recorded for client in quarter.	Dollars
BACKNEXTQTR	Persons returning to AFDC in the following quarter.	Dummy Variable

enrollments are significantly different. For example, if the coefficients of JJSR and JJSR2 are significantly different, then it is clear that component hours used by repeaters have a different effect on outcomes than component hours used by first-time enrollees. If the coefficients are not significantly different, then reenrollment is not a concern.

One of the primary considerations in the reenrollment analysis was how to determine if an individual in the sample is to be considered a reenrollee. After consultation with DHS staff members, the following criteria for reenrollees were settled upon:

- The person follows participation in a component with a 90 day gap followed by assessment or participation in another component.
- The person has good cause or a sanction between two periods of participation in a component.
- The person has a JOBS closure code between components.
- The person has an exit from AFDC between components.

Results from this analysis of reenrollees showed little significant differences between the effects of first-time components and components enrolled in by repeaters. Therefore, for ease of interpretation, participation by repeaters was combined with original participation hours in the final report.

Appendix B

JOBS Second Year Impacts
Detailed Regression Results

Table B.1
Probability of Exit from AFDC
Summary of Regression Results

Regressor	Service Level I		Service Level II	
	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	0.137782	15.918	0.122892	14.997
JASO	-0.021593	-6.723	-0.013963	-4.910
JEDU	0.000063	7.873	0.000028	5.391
JLSS	-0.000042	-0.432	-0.000106	-1.461
JTRG	0.000073	8.127	0.000074	7.565
JJSR	-0.000031	-1.654	0.000013	0.437
JASE	-0.001829	-3.097	-0.000824	-1.128
TEDU	0.000729	0.068	0.015247	1.864
TTRG	0.041518	5.047	0.029363	3.304
TJSR	0.020311	2.857	-0.002301	-0.362
TASE	0.036570	1.440	0.007552	0.285
SASE	0.039491	4.382	0.054204	3.120
SJSR	0.001223	0.330	0.001705	0.258
SREF	0.000877	3.441	0.001499	2.729
SOTH	0.015589	3.865	0.020838	3.980
NEDU	-0.032115	-1.925	-0.003437	-0.315
NTRG	0.039738	2.876	0.016090	1.146
NJSR	0.038856	3.174	0.048584	3.535
NASE	0.018277	0.281	-0.029939	-0.487
MASE	-0.026766	-0.957	0.076201	1.701
MJSR	-0.000024	-0.003	0.001243	0.148
MREF	0.004194	6.690	0.002612	3.689
MOTH	0.033870	6.171	0.022077	3.781
IN_ACTS	-0.119060	-34.190	-0.089332	-29.091
INNJACTS	0.002097	0.288	0.018124	2.258
SANC	0.035681	6.370	0.041612	10.710
AGEFSTSP	-0.000879	-3.817	-0.000974	-4.634
BLACK	-0.017611	-6.037	-0.017779	-6.383
HISPANIC	0.000706	0.219	-0.010966	-4.031
NOHS	-0.000498	-0.155	-0.006447	-2.420
TEENMOM	0.006166	2.424	0.007006	2.864
URBAN	-0.011496	-4.391	-0.007874	-3.306
RURAL	0.002046	0.620	0.000424	0.143
PERN	0.000006	22.733	0.000004	13.422
OLD	0.001308	0.275	-0.000583	-0.122
YOUNG	-0.017676	-4.316	-0.013190	-4.412
YNGSTKD	0.001747	53.515	0.001530	49.385
MT1KID	-0.002530	-0.934	-0.008745	-3.637
UNEMP	-0.000903	-1.797	0.000162	0.372
TTQ	-0.000013	-14.187	-0.000009	-12.044

Dependent Mean	0.126720		0.092610
R-Squared	0.090		0.071

Source: JOBS II Outcomes Research Data Set.

Table B.2
Probability of Exit from AFDC to Employment
Summary of Regression Results

Regressor	Service Level I		Service Level II	
	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	0.093159	13.109	0.065540	11.114
JASO	-0.006952	-2.636	-0.004019	-1.964
JEDU	0.000062	9.423	0.000028	7.274
JLSS	0.000017	0.207	-0.000007	-0.144
JTRG	0.000078	10.624	0.000075	10.648
JJSR	0.000039	2.527	0.000085	3.981
JASE	0.000179	0.370	0.000754	1.435
TEDU	-0.006855	-0.780	0.008092	1.374
TTRG	0.029404	4.354	0.028072	4.390
TJSR	0.029314	5.022	0.005119	1.120
TASE	0.010956	0.525	0.025785	1.350
SASE	0.024606	3.326	0.033719	2.697
SJSR	0.002954	0.972	-0.001823	-0.383
SREF	0.001077	5.151	0.002388	6.042
SOTH	0.019100	5.768	0.018437	4.893
NEDU	-0.015056	-1.099	-0.011419	-1.453
NTRG	0.029284	2.582	0.043003	4.256
NJSR	0.043850	4.362	0.047081	4.760
NASE	-0.015288	-0.286	0.029134	0.659
MASE	-0.020532	-0.894	0.058016	1.799
MJSR	-0.006132	-1.010	-0.003885	-0.644
MREF	0.005077	9.863	0.004064	7.977
MOTH	0.026228	5.820	0.015896	3.783
IN_ACTS	-0.064165	-22.443	-0.036689	-16.602
INNJACTS	0.009351	1.565	0.023727	4.107
SANC	0.005876	1.278	0.005948	2.127
AGEFSTSP	-0.001297	-6.858	-0.000665	-4.391
BLACK	0.003396	1.418	-0.001555	-0.776
HISPANIC	0.011944	4.515	0.003439	1.757
NOHS	-0.002836	-1.073	-0.008715	-4.546
TEENMOM	-0.000225	-0.108	0.002401	1.364
URBAN	-0.009658	-4.494	-0.003554	-2.073
RURAL	-0.000658	-0.243	0.000133	0.063
PERN	0.000008	37.062	0.000007	30.088
OLD	-0.003682	-0.944	-0.005025	-1.459
YOUNG	-0.011879	-3.533	-0.007705	-3.582
YNGSTKD	0.001014	37.840	0.000673	30.186
MT1KID	-0.002397	-1.078	-0.003936	-2.275
UNEMP	-0.001686	-4.086	-0.001429	-4.564
TTQ	-0.000010	-12.840	-0.000005	-9.296

Dependent Mean	0.079240		0.044440
R-Squared	0.069		0.048

Source: JOBS II Outcomes Research Data Set.

Table B.3
Probability of Exit from AFDC to Employment at Minimum Wage
Summary of Regression Results

Regressor	Service Level I		Service Level II	
	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	0.011420	2.721	0.009155	3.275
JASO	-0.000963	-0.618	-0.001562	-1.610
JEDU	0.000035	9.119	0.000004	2.392
JLSS	-0.000042	-0.887	-0.000063	-2.551
JTRG	0.000064	14.595	0.000049	14.563
JJSR	0.000020	2.259	0.000038	3.768
JASE	-0.000499	-1.743	0.000031	0.125
TEDU	-0.003123	-0.601	0.006982	2.501
TTRG	0.025888	6.490	0.005961	1.966
TJSR	0.019361	5.616	0.008571	3.957
TASE	-0.008757	-0.711	0.014012	1.547
SASE	0.014925	3.415	0.005697	0.961
SJSR	-0.003065	-1.707	0.001531	0.679
SREF	0.000456	3.691	0.000118	0.632
SOTH	0.002778	1.421	0.000800	0.448
NEDU	-0.004593	-0.568	-0.010966	-2.942
NTRG	0.024139	3.603	0.019028	3.972
NJSR	0.032428	5.462	0.016025	3.418
NASE	-0.038157	-1.208	-0.009179	-0.438
MASE	-0.008810	-0.650	0.037351	2.443
MJSR	-0.006745	-1.881	0.000196	0.069
MREF	0.002494	8.202	0.000927	3.837
MOTH	0.009627	3.617	0.001813	0.910
IN_ACTS	-0.018706	-11.077	-0.007836	-7.479
INNJACTS	-0.020776	-5.886	-0.006588	-2.405
SANC	-0.001495	-0.551	0.000216	0.163
AGEFSTSP	-0.000102	-0.910	0.000015	0.210
BLACK	-0.001554	-1.099	-0.000602	-0.633
HISPANIC	0.002065	1.322	0.002213	2.384
NOHS	-0.004370	-2.800	-0.002768	-3.045
TEENMOM	-0.000376	-0.305	0.001089	1.305
URBAN	0.001761	1.387	0.001613	1.985
RURAL	-0.002512	-1.569	-0.001117	-1.105
PERN	0.000005	39.523	0.000003	27.073
OLD	-0.005196	-2.256	-0.002437	-1.492
YOUNG	-0.006164	-3.104	-0.004571	-4.482
YNGSTKD	0.000389	24.546	0.000185	17.540
MT1KID	0.001468	1.117	-0.000134	-0.164
UNEMP	-0.000481	-1.975	-0.000588	-3.959
TTQ	-0.000002	-5.582	-0.000001	-3.890

Dependent Mean	0.025450		0.009400
R-Squared	0.045		0.024

Source: JOBS II Outcomes Research Data Set.

Table B.4
Probability of Exit from AFDC to Employment at Food Stamp Exclusion Level
Summary of Regression Results

	Service Level I		Service Level II	
Regressor	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	-0.007171	-3.560	0.000506	0.443
JASO	-0.000603	-0.806	-0.000658	-1.660
JEDU	0.000032	17.483	0.000000	0.183
JLSS	-0.000075	-3.260	-0.000031	-3.106
JTRG	0.000021	9.867	0.000012	9.061
JJSR	0.000007	1.653	0.000000	0.101
JASE	-0.000147	-1.067	0.000094	0.922
TEDU	-0.000016	-0.007	0.002822	2.473
TTRG	0.005664	2.959	-0.000541	-0.436
TJSR	0.005782	3.495	0.002218	2.504
TASE	-0.005924	-1.002	0.005122	1.384
SASE	0.006667	3.179	-0.002635	-1.088
SJSR	-0.000347	-0.402	-0.001354	-1.469
SREF	-0.000020	-0.337	-0.000163	-2.126
SOTH	-0.001961	-2.090	0.001741	2.384
NEDU	-0.003991	-1.028	-0.001973	-1.295
NTRG	0.012785	3.977	0.000460	0.235
NJSR	0.011966	4.199	0.000732	0.382
NASE	-0.009615	-0.634	-0.000781	-0.091
MASE	-0.001911	-0.294	-0.003087	-0.494
MJSR	-0.001261	-0.733	0.001922	1.646
MREF	0.000432	2.961	0.000357	3.620
MOTH	0.000044	0.034	-0.001505	-1.848
IN_ACTS	-0.003773	-4.655	-0.001306	-3.050
INNJACTS	-0.006785	-4.005	-0.001187	-1.061
SANC	-0.000071	-0.055	0.000170	0.314
AGEFSTSP	0.000221	4.126	0.000016	0.550
BLACK	-0.001486	-2.189	-0.000353	-0.909
HISPANIC	-0.001258	-1.678	0.000451	1.190
NOHS	-0.000558	-0.745	-0.000654	-1.760
TEENMOM	-0.000205	-0.347	-0.000231	-0.677
URBAN	0.000627	1.029	0.000704	2.119
RURAL	-0.000529	-0.688	0.000522	1.263
PERN	0.000002	30.169	0.000001	22.582
OLD	-0.003107	-2.811	-0.000905	-1.355
YOUNG	-0.001202	-1.261	-0.000605	-1.452
YNGSTKD	0.000083	10.934	0.000028	6.560
MT1KID	0.001128	1.790	-0.000070	-0.208
UNEMP	0.000071	0.603	-0.000086	-1.421
TTQ	0.000000	0.856	0.000000	-0.679

Dependent Mean	0.005600		0.001540
R-Squared	0.021		0.010

Source: JOBS II Outcomes Research Data Set.

Table B.5
Probability of Employment
Summary of Regression Results

Regressor	Service Level I		Service Level II	
	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	0.463989	38.504	0.345468	29.443
JASO	0.003948	0.883	0.002482	0.610
JEDU	0.000098	8.850	0.000055	7.260
JLSS	0.000650	4.747	0.000479	4.629
JTRG	0.000183	14.642	0.000215	15.285
JJSR	0.000099	3.828	0.000189	4.462
JASE	-0.000021	-0.026	0.004346	4.154
TEDU	-0.010889	-0.730	0.032447	2.770
TTRG	0.052961	4.625	0.077557	6.095
TJSR	0.068681	6.939	0.020568	2.263
TASE	0.044179	1.249	0.118733	3.124
SASE	0.016094	1.283	0.074416	2.991
SJSR	0.003369	0.654	0.004675	0.494
SREF	0.005077	14.317	0.012726	16.184
SOTH	0.053989	9.615	0.040457	5.396
NEDU	-0.031644	-1.362	0.018617	1.190
NTRG	0.054615	2.839	0.140296	6.979
NJSR	0.090972	5.337	0.046668	2.371
NASE	0.019333	0.213	-0.098344	-1.118
MASE	0.022914	0.589	0.111629	1.740
MJSR	-0.018484	-1.796	-0.010557	-0.880
MREF	0.012020	13.771	0.012732	12.561
MOTH	0.054349	7.112	0.052406	6.268
IN_ACTS	-0.072124	-14.877	-0.057872	-13.162
INNJACTS	0.174544	17.224	0.223157	19.414
SANC	0.022295	2.859	0.016178	2.908
AGEFSTSP	-0.006349	-19.797	-0.003285	-10.909
BLACK	0.060709	14.947	0.024216	6.072
HISPANIC	0.023238	5.181	0.000845	0.217
NOHS	-0.013322	-2.973	-0.034648	-9.083
TEENMOM	0.002293	0.647	0.009940	2.837
URBAN	-0.011299	-3.100	-0.007706	-2.259
RURAL	-0.020829	-4.531	-0.024405	-5.752
PERN	0.000026	73.525	0.000033	71.563
OLD	0.010033	1.517	-0.005761	-0.841
YOUNG	-0.008146	-1.429	-0.004246	-0.992
YNGSTKD	0.001132	24.912	0.000791	17.832
MT1KID	-0.007469	-1.981	-0.006035	-1.753
UNEMP	-0.006393	-9.136	-0.006380	-10.243
TTQ	-0.000036	-28.834	-0.000021	-18.793

Dependent Mean	0.339200		0.235730
R-Squared	0.129		0.112

Source: JOBS II Outcomes Research Data Set.

Table B.6
Quarterly UI Earnings
Summary of Regression Results

Regressor	Service Level I		Service Level II	
	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	580.490115	11.462	280.402377	4.721
JASO	-65.519050	-3.444	-2.142944	-0.107
JEDU	0.303931	7.025	0.182402	5.452
JLSS	-0.781454	-1.488	0.660422	1.503
JTRG	0.440147	9.657	0.273289	4.989
JJSR	-0.031600	-0.310	0.388244	2.310
JASE	-5.906308	-1.581	-2.313513	-0.459
TEDU	-100.641950	-1.721	-5.708826	-0.118
TTRG	85.914172	2.098	15.294054	0.319
TJSR	85.569128	2.436	-11.757576	-0.321
TASE	61.357560	0.526	57.882619	0.456
SASE	45.213190	0.973	-20.479875	-0.236
SJSR	-26.489124	-1.443	-28.067210	-0.804
SREF	-1.175358	-1.070	-6.289205	-2.514
SOTH	-36.652442	-1.712	2.272611	0.077
NEDU	-151.674759	-1.566	-135.864298	-1.989
NTRG	49.559195	0.720	362.738264	4.823
NJSR	230.543304	3.653	98.615891	1.238
NASE	-368.264395	-0.944	427.344173	0.940
MASE	301.286824	2.198	262.477380	0.946
MJSR	-54.634869	-1.541	-102.432551	-2.108
MREF	-0.653893	-0.240	2.357175	0.700
MOTH	-6.001967	-0.221	74.185712	2.152
IN_ACTS	-429.261195	-16.745	-291.987319	-10.740
INNJACTS	-264.774830	-7.499	-159.945411	-3.467
SANC	-56.637348	-1.742	-28.112954	-1.059
AGEFSTSP	5.515622	3.973	9.073214	5.769
BLACK	-38.175826	-2.227	-48.924194	-2.539
HISPANIC	5.465031	0.282	7.762202	0.408
NOHS	-89.619559	-4.624	-41.019839	-2.315
TEENMOM	-34.140278	-2.341	29.456489	1.683
URBAN	96.523604	6.406	104.257654	6.317
RURAL	-13.597134	-0.701	9.687814	0.452
PERN	0.074563	66.276	0.087388	62.436
OLD	-75.526396	-2.457	-113.247120	-2.898
YOUNG	0.401399	0.018	6.625421	0.323
YNGSTKD	2.855028	15.582	2.846867	13.769
MT1KID	2.619446	0.159	32.114800	1.834
UNEMP	1.585066	0.506	6.096696	1.806
TTQ	0.015032	2.601	0.022998	3.921

Dependent Mean	1151.354440		940.942010
R-Squared	0.183		0.216

Source: JOBS II Outcomes Research Data Set.

Table B.7
Probability of Return to AFDC for Individuals Exiting For Any Reason
Summary of Regression Results

Regressor	Service Level I		Service Level II	
	Coefficient	t-ratio	Coefficient	t-ratio
INTERCEP	0.324815	23.641	0.387547	19.033
JASO	0.006331	1.843	0.002313	0.505
JEDU	-0.000041	-4.543	-0.000014	-1.411
JLSS	-0.000188	-1.509	0.000060	0.445
JTRG	-0.000029	-3.216	-0.000038	-2.492
JJSR	-0.000057	-2.296	-0.000036	-0.702
JASE	0.001279	2.087	0.003458	2.783
TEDU	0.000348	0.032	0.018717	1.555
TTRG	-0.004265	-0.594	-0.013513	-1.178
TJSR	0.003218	0.514	-0.004476	-0.499
TASE	-0.014700	-0.601	-0.039802	-1.125
SASE	0.008865	1.062	0.022627	1.057
SJSR	-0.004016	-1.537	-0.002119	-0.256
SREF	0.001139	4.872	0.000307	0.440
SOTH	0.002174	0.565	0.007355	1.122
NEDU	-0.005885	-0.371	0.008471	0.659
NTRG	0.004737	0.460	0.005699	0.356
NJSR	0.003173	0.347	-0.018939	-1.364
NASE	-0.024554	-0.591	0.095516	1.008
MASE	0.039265	2.082	0.011444	0.327
MJSR	0.004390	0.984	-0.001388	-0.157
MREF	0.000527	1.444	-0.000936	-1.452
MOTH	-0.002051	-0.532	-0.000367	-0.060
UIIMMED	-0.000016	-16.439	-0.000018	-10.022
SANC	0.017562	2.503	0.026027	4.038
AGEFSTSP	-0.001043	-5.149	-0.001618	-5.717
BLACK	0.006036	2.062	0.016374	3.785
HISPANIC	0.005081	1.646	0.002454	0.610
NOHS	0.003841	1.126	-0.001940	-0.470
TEENMOM	-0.000158	-0.063	-0.004592	-1.213
URBAN	-0.001912	-0.726	-0.008373	-2.230
RURAL	-0.002883	-0.913	-0.003704	-0.831
PERN	0.000002	8.354	0.000002	5.295
OLD	0.003041	0.626	0.008045	1.060
YOUNG	0.000881	0.124	0.010622	1.976
YNGSTKD	-0.002618	-61.018	-0.003021	-53.992
MT1KID	0.005132	1.090	-0.009232	-1.509
UNEMP	-0.000713	-1.345	-0.000894	-1.228
ln(TTQ)	-0.002810	-1.085	-0.002810	-1.085
Dependent Mean	0.072950		0.096870	
R-Squared	0.180		0.196	

Source: JOBS II Outcomes Research Data Set.